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# Affirmative Action Annual Report

*Diversity  
In  
The  
Workplace*

1992

Minnesota  
Department of  
Employee  
Relations

*Leadership and partnership in  
human resource management*

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# **SECTION 1**

## **Statements of Support for Affirmative Action**



# STATE OF MINNESOTA

OFFICE OF THE GOVERNOR  
130 STATE CAPITOL  
SAINT PAUL 55155

ARNE H. CARLSON  
GOVERNOR

(612) 296-3391

March 1993

When I took office in 1991 I committed myself to promoting diversity in state government. With leadership from the Department of Employee Relations and state agency heads, we have made strides in creating a work force that truly reflects Minnesota's diversity. Our commitment to equal employment opportunity and affirmative action is reflected in this annual affirmative action report.

I want to ask all branches of government to join me in reviewing our commitment to diversity. I challenge all areas of government to embrace and encourage diversity and enjoy its success. By doing so we can ensure a work environment free of harassment and discrimination and continue to be a leader in affirmative action.

Warmest regards,

A handwritten signature in black ink that reads "Arne H. Carlson". The signature is written in a cursive style.

ARNE H. CARLSON  
Governor

AN EQUAL OPPORTUNITY EMPLOYER



Minnesota  
Department of  
Employee  
Relations

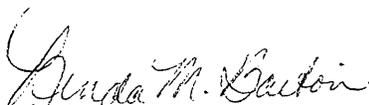
*Leadership and partnership in  
human resource management*

STATEMENT FROM COMMISSIONER BARTON

The mission of the Department of Employee Relations is to provide leadership and partnership in human resource management.

In line with our mission, we are committed to creating a work force in state government that reflects Minnesota's diversity. We will strive to help all state agencies achieve their affirmative action and equal employment opportunity goals.

We enthusiastically endorse and promote true diversity in the work place, not because we have to, but because it is the right thing to do.

  
Linda M. Barton  
Commissioner

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Minnesota  
Department of  
Employee  
Relations

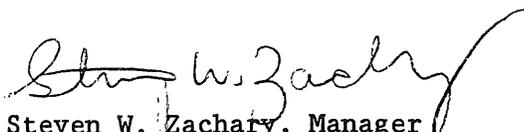
*Leadership and partnership in  
human resource management*

STATEMENT FROM EQUAL OPPORTUNITY MANAGER

Our affirmative action efforts cover a variety of issues, challenges and opportunities. As a leader in this area, The Equal Opportunity Division has provided expertise in developing statewide Sexual Harassment and Valuing Diversity training programs designed to provide a work environment free from discrimination and harassment. This division, in partnership with other state agencies, is also moving towards compliance with the Americans Disabilities Act.

As the State of Minnesota progresses through the 90's, diversity will continue to be a priority. Using 1990 census data, state agencies have revised their affirmative action goals. The new goals are tailored to balance agencies' hiring needs with the diversity that exists within their particular geographic area.

The Equal Opportunity Division will continue to demonstrate its commitment to diversity in state government.

  
Steven W. Zachary, Manager  
Equal Opportunity Division

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# **SECTION 2**

## **Summary of 1992 Affirmative Action Highlights**

## Summary of 1992 Affirmative Action Report

This report covers state agency affirmative action objectives and programs for 1992, current diversity of state employment, analysis of compliance with state affirmative action law, and 1992 and 1993 objectives of the Department of Employee Relations Equal Opportunity Division.

State agencies' affirmative action objectives for 1992 included special cultural awareness days and programs that featured a variety of culturally-specific activities such as art displays, craft demonstrations, ethnic foods expos and prejudice reduction workshops. In addition, many state agencies established award-winning programs promoting diversity and a work environment free from discrimination and harassment.

As this report indicates, protected groups representation increased during the past year. The percentage of women in state service (48.3%) continues to exceed the percentage of women in the general workforce in Minnesota (46.4% in the 1990 census). The percentage of minorities in state service (5.49%) also exceeds the percentage of minorities in the general workforce (5.03%).

With respect to the Minnesota Senate, of the 299 employees in the Senate, 171 are females (57.2%), 12 are minorities (4.0%). Statistic for employees with disabilities were not kept. In the House of Representatives there is a total of 336 employees; 222 (66.1%) are females, 20 (6.0%) are minorities and 15 (4.5%) are employees with disabilities. The judicial branch of government has a total of 1,239 employees; 537 (43.3%) are women, 44 (4.7%) are minorities and 8 (0.6%) are employees with disabilities. The executive branch of government, including academic and non-academic, has a total of 40,600 employees. Out of that, the total number of women employees is 19,203 (47.3%), the number of minority employees is 2,230 (5.5%) and the number of employees with disabilities is 2,526 (6.2%)

Government Branch	Total Employees	Number of Females	Number of Minorities	Number of Employees With Disabilities
Senate	299	171 (57.2%)	12 (4.0%)	Not available
House	336	222 (66.1%)	20 (6.0%)	15 (4.5%)
Judicial	1,239	537 (43.3%)	44 (4.7%)	8 (0.6%)
Executive*	40,600	19,203 (47.3%)	2,230 (5.5%)	2,526 (6.2%)

\*Includes academic and non-academic employees

In 1992 five agencies were found out of compliance after missing 25% or more opportunities to meet a disparity and the percentage of missed opportunities exceeded the number of affirmative action hires. The agencies out of compliance were: Department of Commerce, Office of Waste Management, Public Employees Retirement Association, Secretary of State and the Teachers Retirement Association.

The Equal Opportunity Division had three major accomplishments in 1992. First, the Equal Opportunity Division developed an investigative team to conduct investigations in agencies that do not have staff trained as investigators or in other circumstances where an investigator from outside the agency is deemed appropriate. Second, Equal Opportunity Division staff serve on the Affirmative Action Labor-Management Committee with Minnesota Association of Professional Employees (MAPE) and American Federation of State, County, and Municipal Employees (AFSCME). Finally, a supported worker task force was established to address the expansion of the supported employment program, make recommendations for changes to the program and implementation, and examine ways to increase the participation of supported employment workers within state government.

In 1993 the Equal Opportunity Division plans to continue strengthening Minnesota's affirmative action program. To accomplish this, the Equal Opportunity Division will increase the communications with protected group employees through representative employee networks and organizations, evaluate compliance with affirmative action hiring requirements, analyze retention and upward mobility of protected group members, increase pilot programs to bring workforce age minorities into the state's workforce, meet the compliance requirements of Title II of the Americans with Disabilities Act, generate progress reports to state agencies, and enhance recruitment outreach.

# **SECTION 3**

## **Goals and Responsibilities of Minnesota's Affirmative Action Program**

# Goals and Responsibilities of Minnesota's Affirmative Action Program

## GOAL

The goal of the statewide affirmative action program is stated in statute:

"To assure that positions in the executive branch of the civil service are equally accessible to all qualified persons and to eliminate the underutilization of qualified members of protected groups."

In order to achieve this goal, a number of requirements have been put in place and various programs established to assist agencies in meeting those requirements.

## REQUIREMENTS

### Statutes

M.S. 43A.19 establishes a statewide affirmative action program.

M.S. 43A.191 establishes agency affirmative action programs.

The commissioner of the Department of Employee Relations must adopt and periodically revise the statewide affirmative action program to include:

- Long-range objectives and interim goals and policies.
- Procedures, standards and assumptions to be used by agencies in preparing agency affirmative action plans, including goals and timetables to be established.
- Requirements for annual submission of an affirmative action progress report by agency heads.

The commissioner must designate a state director of equal opportunity who may be delegated responsibility for preparing, revising, implementing and administering the statewide program.

### Rules

The Department of Employee Relations has established rules through the Administrative Procedures Act (MN Rules Chapter 3905) regarding the statewide affirmative action program. The rules cover:

- Duties of agency heads
- Requirements for agency affirmative action plans
- Requirements for complaint procedures
- Requirements for goals and timetables
- Reporting requirements

## Agency Plans

The commissioner of each agency in the executive branch must prepare an agency affirmative action plan to be submitted to the Department of Employee Relations Equal Opportunity Division. This affirmative action plan is then revised on an annual basis. Executive branch agencies with 25 or more employees must have plans which include the following:

- Official transmittal form including identification of underrepresented groups in the agency's workforce.
- Statement of commitment from the agency head.
- Designation of those individuals or groups responsible for directing and implementing the agency affirmative action program and the specific responsibility, accountability, and duties of each person or group.
- Methods by which the agency's affirmative action program is communicated internally and externally to employees and other interested persons.
- Internal procedures for processing complaints of alleged discrimination.
- Goals and timetables.
- Methods for developing programs and program objectives designed to meet affirmative action goals.
- Methods for auditing, evaluating, and reporting program success, including a procedure that requires a pre-employment review of all hiring decisions.
- Provision for reasonable accommodations for applicants and employees with disabilities.
- Weather emergency notification plan for employees with disabilities.
- Building evacuation plan for disabled employees and other disabled people who may be in the building during evacuation.
- Identification of positions that can be used for supported employment.

## Goal Setting

The Department of Employee Relations must establish availability percentages as a primary component of the statewide affirmative action plan.

Availability percentages for racial/ethnic group members and for women are set for each agency by bargaining unit or compensation plan and by geographic location. Annual goals are set by comparing the percent of protected group members one would reasonably expect to have in the bargaining goal unit (availability) with the actual number of protected group members (utilization). If there are fewer protected group members in a bargaining job group than one would reasonably expect (underutilization), then a goal based on anticipated hiring and the level of underutilization must be set. An agency must make a good faith effort to meet this goal. A good faith effort is a combination of objective and subjective measures that includes recruiting, selection and retention.

The Department of Employee Relations has completed establishing new availability percentages for minorities and women for all goal units. Several factors (three to seven) are considered and weighted to find the availability for each department or geographic area and job group. A representative from each state agency has participated in this process. The goals of establishing availability percentages are the following:

- To define accurately the proper recruiting area;
- To consider skills required for classes within the job group;
- To consider the percent of protected group members in the workforce;
- To account for unemployment rates; and
- To consider the availability of protected group members who are promotable.

This information is computerized and maintained in data base files that allow for easy analysis and updating.

The following guidelines were used in establishing population base, the geographic location, the occupational group, and the appropriate goal unit for state agency affirmative action programs.

**POPULATION COUNT:** The population count of people between the ages of 16 and 64 is used as one of the factors to determine the availability of minorities. This factor is called "Workforce Age" and is similar to the factor used for women, referred to as "Workforce."

**GEOGRAPHIC LOCATION:** Availability percentages for the unemployment and workforce factors were set by using the counties in which state employees lived. The Department of Employee Relations Management Information Systems Division provided an analysis of current state employees by county of residence to determine the appropriate "weighting" of each counties' availability percentage.

**OCCUPATIONAL GROUPS:** It was agreed that the Department of Employee Relations would change occupational groups from state bargaining units to the widely accepted EEO-4 categories that have been established by the federal government. This change will require modification of the present system and is scheduled to be completed in 1993.

**GOAL UNITS:** Agencies should combine small goal/bargaining units to increase the number of persons in each unit. Large goal/bargaining units may be split into two or more units if the following is true:

- 1) there is a significant distribution of salary ranges in the unit, or
- 2) there is a variation in availability for protected classes.

For example, a central office MAPE unit may be split into a technical goal unit and a non-technical goal unit.

## **Goals for Minorities and Women**

The goals for minorities and women are based on the availability of these two protected classes. Several factors are considered and weighted (based on importance for that job group) and a separate availability is determined for each job group, geographic area and agency for each of the two protected classes. There are approximately 900 to 1,000 of these groups. The mathematical calculations are performed automatically on the forms and all information is saved in a data base. This simplifies the process of updating the information and analyzing the results. An agency, with approval from the Department of Employee Relations Equal Opportunity Division, may update the availability percentage at anytime when justified.

## **Goals for Persons with Disabilities**

Goals for persons with disabilities will remain at 8.2 percent. Currently, there are 2,448 employees with disabilities, representing 7.15% of state employment. The Jobs and Training survey data continues to be used in setting goals for persons with disabilities.

## **Pre-Hire Review**

Each agency's affirmative action plan must include a pre-hire review process as stated in Minnesota Rules, Chapter 3905. When the goal for a specific occupational category is not being met and a vacancy occurs, the supervisor's hiring recommendation must be reviewed by the agency's affirmative action officer.

## **Monitoring Agency Compliance**

Under 1987 amendments to state law, an agency is considered out of compliance with affirmative action requirements if the agency "has not met its affirmative action goals, fails to make an affirmative action hire, or fails to justify its non-affirmative action hire in 25 percent or more of the appointments made in the previous calendar year."

The Equal Opportunity Division uses two methods to determine whether an agency is in compliance. The division tracks appointments from eligible lists established through civil service exams.

## **List Appointments**

The tracking process includes these steps:

- 1) When an agency has a vacancy, it requests a list of eligible candidates from the Department of Employee Relations. The department then generates a list of the top 20 names, in the case of a vacancy open to the general public, or 10 names in the case of a promotional vacancy limited to current state employees. If the agency is underrepresented for one or more protected groups, the list is checked to see whether there are protected group members among the top 10 or 20 candidates. If not, additional names are automatically added until there is a total of two names from each underrepresented group on the hiring list. Protected Group Report form (PGR) is sent to the agency with the list. A copy of the standard form is included in an appendix to this report.

- 2) If the agency hires a protected group member, this decision is marked on the PGR form as an "affirmative action hire." This decision will help the agency meet its goals and will be reflected in future statistical summaries.
- 3) If there is a disparity, but the agency fails to hire a protected group member, the agency must complete the PGR form explaining why the protected group member was not hired. The form includes a number of approved "justifications" for this decision such as "appointment made from layoff list as required by collective bargaining agreement" or "agency no longer has disparity."
- 4) If the agency fails to hire affirmatively and cannot explain this decision by one of the justifications on the PGR form, the hiring decision is marked as a "missed opportunity" to hire affirmatively.

### **Non-List Appointments**

The reporting process works very much like the process for list appointments except that it begins at step 3 since eligible lists are not involved. Non-list hires include, among others, the following appointment types: temporary, transfer, demotion, provisional, labor service, and unclassified. A copy of the monitoring form for non-list appointments is included in an appendix to this report.

### **Annual Report**

The commissioner of the Department of Employee Relations, through the Equal Opportunity Division staff and division director, must review and approve the plans submitted by all agencies. Additionally, the director of the Equal Opportunity Division must audit the record of each agency to determine the rate of compliance with annual hiring goals and evaluate the agency's progress toward affirmative action goals and objectives. A report with this information must be submitted to the governor, the finance committee of the Senate, the appropriations committee of the House of Representatives, and the governmental operations committees of both houses of the legislature. The report must include the following:

- Agencies' rate of compliance with annual hiring goals;
- Designation of any agencies failing to make affirmative action hires or justifying non-affirmative action hires in 25% or more of the appointments made during the previous calendar year as not in compliance with affirmative action requirements; and
- A program to recognize agencies which have made significant measurable progress toward achieving affirmative action objectives.

# 1992 Program Activities

## Goals and Responsibilities of Governor's Affirmative Action Council

### Purpose and Scope

By Executive Order 91-14, Governor Carlson created an Affirmative Action Council. The Affirmative Action Council's role is to develop a long range plan and to make recommendations on implementing the State's Affirmative Action Programs. The council is also responsible for analyzing, making recommendations and reporting on the monitoring of the state's affirmative action program to the governor and the Legislature. In addition, the council must conduct an assessment of protected group participation in the state's procurement programs.

### Membership

The Honorable Joannell Dyrstad, Lieutenant Governor  
Linda Barton, Commissioner of Employee Relations  
David Beaulieu, Commissioner of Human Rights  
Jane Brown, Commissioner of Jobs and Training  
Dana Badgerow, Commissioner of Administration

The Governor's Affirmative Action Council works in cooperation with the following organizations:

Commission on the Economic Status of Women  
Indian Affairs Council  
Council on Black Minnesotans  
Council of Asian Pacific Minnesotans  
Council on Disability  
Spanish Speaking Affairs Council  
Equal Opportunity Division, Department of Employee Relations  
Statewide Affirmative Action Committee

In 1992, the Governor Carlson/Lieutenant Governor Dyrstad Affirmative Action Council created its Mission Statement. The council's goal is to provide guidance and assistance to state agencies to help them achieve outstanding performance. The council can do this by assessing programs, reinforcing and expanding exemplary programs and suggesting alternatives where improvements can be made. The council works in cooperation with and seeks advice from the state council representing protected group members, the Statewide Affirmative Action Committee (SWAAC), on issues of recruitment and retention and in the development of a diverse workforce for state government, and a small business procurement advisory council on contracting issues. The council can also make policy recommendations to the Governor.

On September 2, 1992, the Governor Carlson/Lieutenant Governor Dyrstad Affirmative Action Council held a workshop for all agency heads and agency affirmative action officers/designees. Governor Carlson's administration's commitment to affirmative action was reiterated and roles and responsibilities for implementing affirmative action were outlined. During the workshop, cluster groups were formed and there was

open discussion with agency heads and affirmative action officers on the barriers facing the implementation of affirmative action in their agency. The barriers identified along with the possible solutions to eliminate those barriers were taken up as 1993 initiatives and projects by the Statewide Affirmative Action Committee.

### **Roles and Responsibilities for Implementing Affirmative Action**

#### **Agency Heads**

- To appoint or designate an affirmative action officer/designee.
- To make decisions and changes in policy, procedures, and accommodations for persons with disabilities as may be needed to facilitate equal opportunity and affirmative action progress.
- To take action on complaints of alleged discrimination and/or harassment.
- To report annually to the Commissioner of Employee Relations the agency's progress in affirmative action.

#### **Affirmative Action Officer/Designee:**

- To write and update the agency's affirmative action plan.
- To monitor the plan.
- To provide the Equal Opportunity Division with status reports.
- To implement the pre-employment review process and to complete the Protected Group Report.
- To investigate alleged charges of discrimination and/or harassment and to report a summary of findings to the agency head.
- To disseminate information to managers, supervisors, employees and applicants.

# Goals and Responsibilities of Department of Employee Relations Equal Opportunity Division

## Responsibility

To provide direction for the state's affirmative action program. The division is charged with six basic responsibilities:

1. Providing consultation, technical support, and training for operating agency staff in developing their affirmative action plans;
2. Establishing goals and annual hiring objectives for agencies and reviewing and monitoring their progress;
3. Reviewing state policies and procedures for compliance with equal opportunity requirements or evidence of discrimination, and initiating joint programs to eliminate the effects of discrimination;
4. Advising the commissioner on legislative or policy initiatives and reporting to the legislature on affirmative action progress;
5. Approving affirmative action plans and monitoring progress for the seven metropolitan agencies; and
6. Implementing programs that assist people with disabilities in securing state employment, providing accommodations in the examination process for applicants with disabilities, and consulting with agencies on reasonable accommodations for employees with disabilities.

## Staff

Steven W. Zachary, Equal Opportunity Division Manager  
Jerry Fahey, Research Analysis Specialist  
Bartolo Martinez, Recruitment Specialist  
Diane Pariana, Disability Specialist  
Gail Schiff, Communications and Special Projects Coordinator

## 1992 Accomplishments

### Statewide Team for Conducting Investigations

In 1992, a group of employees from various agencies was formed to develop an investigative team. The team consists of approximately 20 investigators. The purpose of creating the team is to conduct investigations in agencies that do not have staff trained as investigators or when a complaint is too sensitive in nature and an investigator from outside the agency is appropriate. The Labor Relations Bureau of the Department of Employee Relations coordinates the investigative team.

## **Affirmative Action Labor-Management Committee with MAPE and AFSCME**

Staff members of the division were appointed to serve on the Affirmative Action Labor-Management committees with MAPE and AFSCME. Staff members attend meetings and provide information on the state's affirmative action program in areas of concern and impact.

## **Expansion of the Supported Employment Program**

A task force was established to address the expansion of the supported employment program. The task force will make recommendations for changes to the program and implementation. The task force will also examine ways to increase the participation of supported employment workers within state government.

# Goals and Responsibilities

## Statewide Affirmative Action Committee (SWAAC)

### Purpose and Scope

The primary purpose of the committee is to lead, develop and implement the statewide affirmative action efforts. The Statewide Affirmative Action Committee has advisory responsibility for assuring a diversified workforce in the executive branch of state government in which no group designated as a "protected group" by Minnesota statute shall be significantly underrepresented in total, by agency, or by goal units. This advisory authority extends to both the classified and unclassified service.

### History

The Statewide Affirmative Action Committee was formed by the Director of Equal Opportunity in April, 1977. The purpose was to provide a forum for agency affirmative action concerns and to serve as an advisory group to the Equal Opportunity Director and the commissioner of the Department of Employee Relations. The committee became formalized in April, 1978 when it was incorporated into the Statewide Affirmative Action Plan.

### Membership

The Statewide Affirmative Action Committee consists of 15 appointed members. The Manager of the Equal Opportunity Division, Equal Opportunity Division staff, a representative from the Council on Black Minnesotans, Spanish Speaking Affairs Council, Minnesota Council on Disability, Council on Asian-Pacific Minnesotans, Indian Affairs Council, and Economic Status of Women serve as ex-officio members. There are 15 voting members on the committee. Members are full-time affirmative action officers or they have affirmative action responsibility. Nine state agencies with 1,000 or more employees and full-time affirmative action officers have permanent positions on the council. All members are nominated to the committee by their commissioner or agency head. Recommendations are then presented to the Commissioner of Employee Relations who makes the appointments. Members serve a two year term.

### 1992 Highlights

- **By-laws.** SWAAC rewrote its by-laws to undertake any affirmative action-related project that may be pertinent and make recommendations to the appropriate parties based on those results. In addition, the committee shall endeavor to identify problem areas which adversely affect affirmative action on a statewide basis and take appropriate action to remedy those problems. It's membership was changed to include permanent representation from state agencies with the largest number of state employees.
- **Investigation Team.** SWAAC members work on the committee which developed the state's investigation team. Criterion for investigations were established and a training program was developed. Discrimination, harassment complaints and code of conduct violations can now be investigated by any one of the 25 trained investigators.

- Retreat. Members of the SWAAC attended a retreat during which initiatives and projects for the upcoming years were planned. Based on problems, possible solutions, and initiatives determined during an earlier workshop for agency heads and affirmative action officers and then given to SWAAC for feedback, the following issues were determined to be the focus of SWAAC energies for 1993.
  - Focus on managerial commitment, bias, financial support and compliance.
  - Adverse impact of exam selection.
  - Retention/lack of promotion and training opportunity.
  - Fragmentation of affirmative action efforts.
  - Classification standards of affirmative action professionals.

## **Programs to Assist Agencies in Meeting Affirmative Action Requirements**

Through the Equal Opportunity Division, the Department of Employee Relations manages a variety of programs to assist agencies in meeting affirmative action requirements.

### **Expanded Certification**

When an agency has a vacancy, it requests a list of eligible candidates from the Department of Employee Relations. The department then generates a list of the top 20 names, in the case of a vacancy open to the general public, or 10 names in the case of a promotional vacancy limited to current state employees. If the agency is underrepresented for one or more protected groups, the list is checked to see whether there are protected group members among the top 10 or 20 candidates. If not, additional names are automatically added until there is a total of two names from each underrepresented group on the hiring list.

In order to be added to the certification list, protected group members must have achieved a passing score on the examination. Expanded certification allows an agency to consider qualified protected group members when the agency has an unbalanced workforce.

This procedure ensures, to the extent possible, that eligible applicants who are members of the protected groups for which a disparity exists are certified for the selection process.

### **Recruitment**

Equal Opportunity Division staff provide specialized recruiting assistance to state agencies within the limits of existing resources. A computerized resume bank maintained by the division provides target recruitment of protected group candidates for positions where underutilization exists. Special features include: recruitment by individual career clusters, job titles, academic majors, protected characteristics and geographic areas.

The division also holds job information interviews for applicants interested in securing employment with the state and for state employees interested in a promotion or a career change.

The Equal Opportunity Division supports a strong proactive recruitment program publicly conducted and designed to attract sufficient numbers of qualified people to meet the needs of the State of Minnesota, and to enhance the image of state employment.

To improve affirmative action recruiting, the division maintains employment information networks with multi-cultural community-based organizations and institutions. Division staff also serve as advisory board members, administrative staff support, and/or technical consultants on varied equal employment opportunity recruitment programs.

Equal Opportunity Division staff participate in many affirmative action career fairs and assist community organizations in the development of events that promote cultural diversity in the workforce.

## **Consultation**

Equal Opportunity Division staff advise agencies on a wide range of issues. When an agency's proposed affirmative action plan is not approved immediately, staff assist the agency affirmative action officer in revising the plan to meet all legal requirements. Staff consult with the agency affirmative action officer to assist in accomplishing the objective outlined in the plan. Division staff also consult with the affirmative action officer to correct any deficiencies.

The division works closely with the Department of Employee Relations Staffing Division to ensure that adverse impact does not occur in the examination process or through employment policies and procedures.

In 1987, the Minnesota Legislature directed the Department of Employee Relations to monitor affirmative action activities of the seven metropolitan agencies. The Equal Opportunity Division gathers information from the agencies, assists the agencies in affirmative action activities, and submits an annual report to the legislature.

## **Training**

Training for supervisors and managers is currently being developed. The training will address employment-related concerns under the Americans with Disabilities Act. Topics to be covered include interviewing individuals with disabilities and responding to requests for reasonable accommodation. Training coordinators will be asked to learn the course and then conduct the training within their agencies. DOER will conduct the training in agencies that do not have training coordinators. The Department of Employee Relations continues to train employees on the issues of sexual harassment around the state with their training programs of "*Preventing Sexual Harassment*," "*Managing People: Preventing Sexual Harassment*" and "*Valuing Diversity*." The Equal Opportunity and Training Divisions are available to assist agencies for their specific training needs in affirmative action.

## **Special Services for People with Disabilities**

Equal Opportunity Division staff manage several programs to ensure equal opportunities for people with disabilities.

## **Examination Accommodations**

Applicants can indicate on the state job application form that they have a disability requiring accommodations in testing. Every effort is made to provide accommodations for those who need them. Special testing accommodations are also arranged for those living outside the metropolitan area. Facilities used for administering examinations throughout the state are accessible to people with disabilities.

## **700-Hour Program**

In cases where an accommodation is impossible or unreasonable and the applicant is at a competitive disadvantage in the examining process, the applicant may qualify for the 700-Hour Program. This program gives applicants up to 700 hours of trial work experience in lieu of a formal examination.

## **Pilot Program for People Who Are Deaf**

The Equal Opportunity Division is aware of the unique problems that people who are deaf encounter when taking state examinations for employment. A pilot program is in place that will allow a person who is prelingually deaf to be eligible for the Qualified Disabled Examination (700 Hour Program), upon certification from a rehabilitation counselor. This program replaces the written examination. An applicant has the option of beginning paid employment on a trial basis (700 Hour Program), taking the written examination with the assistance of a sign language interpreter, or both.

## **Special Testing Accommodations**

The Equal Opportunity Division is responsible for special testing for people with disabilities.

Applicants who, because of a disability, require an accommodation to compete in the competitive process may request the specific accommodation on the state job application form. Accommodations often include readers, markers, Sign Language interpreters, brailled or large print materials, raised work surfaces or adjustable chairs.

## **Worksite Accommodations**

The Equal Opportunity Division advises agencies on providing reasonable accommodation to applicants and employees with disabilities in each phase of the personnel process, after hire as well as before.

## **Supported Employment Program**

The Supported Employment Program includes all types of work. Supported workers differ from other state employees in three main respects:

1. Supported workers are allowed to demonstrate their job competence through on-the-job trial work experience of up to 700 hours.
2. They work in close coordination with their job coach to ensure that the requirements of the position are met.
3. Supported workers are permitted to "share" their job with up to two other workers.

**Supported Employment Task Force.** The Equal Opportunity Division has established a task force to review the Supported Employment Program. The task force will identify ways to enhance the program by determining if there are barriers to employment that need to be removed, and by designing a plan to encourage more participation from agencies and rehabilitation vendors. The task force is comprised of individuals from organizations and state agencies representing people with severe disabilities.

**Supported Employment.** The supported employment task force and the Department of Employee Relations sponsored a half-day workshop for personnel directors and affirmative action officers on November 19, 1992. The workshop, "Making a Difference: Supported Employment in State Government," was held to familiarize personnel professionals with supported employment and to assist them in meeting the requirements of affirmative action plans covering supported employment. Participants learned how to identify job tasks that would be suitable for supported employment.

Department of Employee Relations staff and KARE 11 Television produced a video on the state's supported employment program. The video titled, "Making a Difference: Supported Employment in State Government," features three supported workers in the Department of Agriculture, the Housing Finance Agency and the Department of Jobs and Training. The video was donated to the Department of Employee Relations and will be shown to personnel professionals, managers and supervisors throughout the state to help increase the number of supported employment workers in state government.

### **The Americans with Disabilities Act and State Government**

The State of Minnesota is committed to fulfilling all of the requirements of the Americans with Disabilities Act (ADA), which guarantees equal rights for people with disabilities. To comply with the ADA, all state agencies have been required to conduct self-evaluations. Self-evaluations are required by Title II of the ADA for state and local governments. The self-evaluation will help agencies identify areas that are not readily accessible by individuals with disabilities. It will also help ensure that policies and practices do not discriminate on the basis of disability. The self-evaluation is comprised of two parts. Part one addresses the participation and delivery of programs, services and activities to individuals with disabilities. Part two addresses employment practices. As a result of the self-evaluation process, agencies will determine the areas in program and service delivery that are not in compliance with the ADA. These areas can be structural or programmatic. Information sessions were conducted by the Department of Employee Relations in October of 1992 to help agencies conduct the self-evaluation.

The Department of Employee Relations has established an ADA Advisory Council to review and make recommendations on all ADA-related matters for state government. The ADA Advisory Council will make recommendations on ADA matters to the Governor's Affirmative Action Council.

As required by the ADA, the department will ask individuals with disabilities and organizations representing people with disabilities to comment on self-evaluations. The State Council on Disability will coordinate this effort by contacting organizations and individuals and asking for volunteers who will work within teams to review self-evaluations and offer comments in areas where accessibility is a concern. Agencies will be asked to respond to comments received. To accomplish this, procedures will be established to avoid confusion and to address concerns in an efficient and timely manner.

The ADA also requires that public entities identify structural barriers and establish a transition plan for removing the barriers. The transition plan should list the areas that are not accessible and the action steps that will be taken to come into compliance. Agencies are required to remove structural barriers as quickly as possible, but no later than July 26, 1995.

# **SECTION 4**

## **1992 Agency Affirmative Action Objectives and Programs**

## 1992 Agency Affirmative Action Objectives and Programs

Minnesota State Statute 43A, Section 19, Subd. 1 states that state agency affirmative action plans must include objectives. Objectives of affirmative action plans range from identifying discriminatory employment practices within the agency's personnel system to developing educational opportunities for agency employees. Effective program objectives should include:

- Objectives stated in qualitative and quantitative terms.
- Specific action steps or methods for achieving the overall objectives.
- Assignments of responsibilities to individuals or organizational units.
- Realistic and achievable timetables and target dates.
- Procedures for evaluating the agency's progress toward achieving the objectives and for periodically reviewing and revision the plan.

### Examples of 1992 Objectives

Some of the general objectives created by agencies in 1992 included special cultural awareness days that highlighted the unique characteristics, history, traditions and leaders of protected group members. These awareness programs were brought to the worksite in a variety of ways, including a one-man play, culturally specific art displays, craft demonstrations, video/lecture series, ethnic foods, buffets, prejudice-reduction workshops and expos. Many of these educational and entertaining objectives were conducted without a budget, others had full financial support for employee participation, and still others were available through private grants made available to promote diversity.

### 1992 Affirmative Action Awards

Many agencies created award-winning programs promoting diversity and a work environment free from discrimination and harassment. The 1992 Department of Employee Relations Human Resources Conference celebrated outstanding contributions and performance in all areas of human resources, including affirmative action.

Several "Star of the North" awards were presented at the conference to agencies which have implemented outstanding affirmative action programs:

#### **Polaris Award**

Department of Human Services - Barbara O'Sullivan  
*Diversity Quilt Project*

The quilt project is unique in its effort to graphically represent a range of ethnic and cultural traditions, customs and values. The project grew out of a larger diversity initiative that Department of Human Services has undertaken to promote achievement and value of diversity in the workplace. The actual quilt is a replica of the Diversity Task Force's logo, and the quilt squares represent a particular ethnic and cultural identity or tradition.

The quilt team included employees from the DHS central office and two regional treatment centers, as well as a technical assistants from the Minnesota Quilter's Association, Minnesota Historical Society and members of several communities. The team's work reflects the innovation and creativity that each of the team's members brought to this effort, while looking for a *tangible* way to acknowledge and promote respect for diversity among the department's staff and customers.

The quilt was unveiled by DHS Commissioner Natalie Steffen commemorates the department's goal of diversity and will be displayed as a permanent traveling exhibit and reminder of this goal.

Department of Natural Resources - Larry Fonnest  
*Youth in Natural Resources*

The Youth in Natural Resource program exists to introduce minority youth to career and educational opportunities in resource management. The eight-week summer program employed youths, both male and female from ages 15 to 18. The participants spent up to 20 hours per week learning about their cultural ties to the natural world, resource management issues and techniques, various career options and corresponding educational requirements. The balance of each week is devoted to field work experience. Youths are paid minimum wage for their work.

The 1992 summer program employed 60 youths, and 14 adult team leaders. Eight teams were stationed at Ft. Snelling State Park. These teams were comprised of Hispanic, African American, Native American and Asian youths. Each team had an adult leader. A coordinator and an assistant team leader were also assigned to the metro region. Four other teams of six participants each worked in Greater Minnesota in conjunction with the Mille Lacs and Leech Lake tribal bands.

Participants in the 1992 program may return in the summer of 1993 for intensified training if they make acceptable advancement in high school coursework. Returning participants will have two earning options. They may earn an hourly wage 10% higher than the minimum wage, or they may receive an hourly wage and a tuition voucher equivalent to 160% of the minimum wage and paid on a 50/50 ration. Tuition voucher funds will be banked the by Department of Natural Resources and will be available to participants for three calendar years following their Youth In Natural Resources summer employment end-date. The voucher may be used at any accredited higher education institution in Minnesota while the youths pursue a natural resources-related field of study.

## **Polaris Award Honorable Mention**

### **Department of Natural Resources *Challenge 2000***

Challenge 2000 is an interagency team composed of 13 federal, state and local units of government, dedicated to increasing the pool of underrepresented candidates in natural resource careers. The team has hosted a major workshop on the subject of recruiting and retraining people of color and women to natural resource careers. Challenge 2000 members continue to meet regularly to discuss barriers to achieving workforce diversity, to identify solutions and coordinate interagency affirmative action efforts.

### **Department of Transportation, Asian-Pacific Minnesotans Council, Indian Affairs Council, Council on Black Minnesotans, Spanish Speaking Affairs Council, AFSCME, Council No. 6 *AFSCME Governor's Employment Initiative***

At the direction of Governor Arne Carlson, during the summer of 1992, the Department of Transportation (MN/DOT) hired 300 students and adults throughout the State of Minnesota as part of the Governor's Employment Initiative. This program targeted employment for students and economically disadvantaged individuals.

The program officially began on June 8, 1992 and lasted until September 8, 1992. The goal of the program was to provide a combination of benefits to the participants, including: employment, development of skills, experience, on-the-job training, classroom training, and the opportunity to meet future employers, either within or outside the state system.

During the last week of the program, MN/DOT sponsored a Career Fair, which brought together state agencies, local technical and community colleges, and council and union representatives to provide summer program participants information and advice on career and educational opportunities.

To reach the targeted population, MN/DOT enlisted the help of the state's four minority councils: the Asian Pacific Council, the Council on Black Minnesotans, the Indian Affairs Council and the Spanish Speaking Affairs Council. The councils and their community outreach groups were responsible for recruiting, interviewing and screening applicants. To qualify for the program, students had to be at least 14 years old for clerical positions and 18 years old for laborer positions. Non-students had to be members of families in which everyone is unemployed, be unemployed heads of households, or have family incomes less than 125% of the lower living standard published by the U.S. Department of Labor.

Labor unions were important contributors to the development of the program. They participated in pay level discussions and union status for employees, and acted as employee advocates. They also provided recommendations which were useful in the development of program policy. Funding for the program was \$1.7 million, which included salary costs, training, and a few additional expenses such as safety equipment and supplies. Safety boots, a requirement for laborers, were provided through private donations by Red Wing Shoe Company, US West and the St. Paul Companies.

Evaluations completed by supervisors and summer program participants concluded that the program had been successful and had benefitted the participants and MN/DOT. As many as 25 program participants have been retained in various temporary jobs within MN/DOT. While all of these jobs are temporary, some of them are Rule 10 positions, which are one-year appointments. Moreover, MN/DOT supervisors are still asking for program referrals to fill other vacancies as they occur. The program accomplished its objectives and was valuable to MN/DOT and to Minnesota. The program should be repeated at the same scale through a MN/DOT and corporate partnership. If this cannot be done, the program should be repeated at MN/DOT on a smaller scale, using a portion of the temporary jobs the department usually fills over the course of a year.

Department of Administration - Chuck MacDonald and Sheila Reger  
*Enough Already, Stop the Harassment*

Department of Administration Training Director Chuck MacDonald and the Assistant Personnel Director Shirley Reger have creatively merged their department's preventing sexual harassment training course with the concept of maintaining a healthy harassment-free workplace. The agency's 950 employees all participated in the unique program. The participants had an opportunity to discuss behaviors which impede their work performance and elicit suggestions about behaviors that are helpful to ensure an emotionally-healthy workplace. The overall objective was to develop a work culture that reflects the values of the agency mission statement. Everyone is responsible for treating peers, subordinates and supervisors with respect and dignity.

### **Alpha Award Honorable Mention**

Department of Corrections - Janet Entzel

Janet Entzel is the Affirmative Action director for the Department of Corrections. She was nominated for the Alpha Award because of her strong respect for gender and cultural diversity, her clear commitment to uphold public employment policy and her successful affirmative action innovations that have become statewide models.

Janet has initiated programs that assist department staff in exploring their potential for new opportunities and provide job enrichment. She has developed diversity training programs, discrimination investigation programs, affirmative action symposia, job fairs and career development committees. She has been visionary and a leader in creating opportunities for employees in all capacities. By encouraging the use of mobility assignments she has promoted development, training and personal growth for many employees. She clearly is a role model and support person in the department.

## **Special Agency Affirmative Action Programs in 1992**

### **The Racism and Equity Project - Minnesota Planning**

At the direction of Governor Arne Carlson, Minnesota Planning is conducting a year-long policy project evaluating how existing civil rights and affirmative action policies have and have not been effective in achieving equality for Minnesotans of color. A major survey of state and metropolitan agencies will provide a baseline of what policies and practices are currently being used to enhance diversity, and to assemble recommendations for future action.

Recommendations on how to improve state and local government inclusiveness in employment, policy-making, and customer service will be a major part of the multi-year action plan that will be developed by June of 1993. The plan will establish annual progress indicators and recommend a leadership body to guide implementation. A steering group including representatives of the minority councils, other state and local agencies, business, and diverse Minnesota communities, is guiding development of the action plan.

### **Seeds Outreach Program to Minority and Disadvantaged Youth - Minnesota Department of Transportation**

In May 1992, Commissioner James Denn directed that a plan be developed for an outreach that would link the educational background and work experience of minority and disadvantaged youth to long-term employment opportunities at MN/DOT. In response to that directive, MN/DOT created a program titled "*Seeds*."

*Seeds* is an embodiment of a concept committed to helping develop -- helping to "grow" -- qualified applicants from among the minority and disadvantaged youth, in the inner-city neighborhoods, with concentrations on minorities. By establishing *Seeds*, MN/DOT is acknowledging the need for major intervention programs for minority youth. More often than not, minority youth find themselves confronted by negative messages of low expectations. This combined with the low self-esteem resulting from decades of problem economic and social conditions render many minority youth incapable of developing or sustaining the confidence needed to do well with difficult curriculum. Thus the need for intervention programs.

The *Seeds* outreach will target youth in junior and senior high school and individuals in technical school, business school and college. The program also will include an outreach to high school dropouts and the unemployed to encourage them to return to school. All *Seeds* participants will have to maintain at least a 2.5 grade point average and have a good attendance record.

*Seeds* will offer hope to a number of minority and disadvantaged youth while at the same contributing to the workforce diversity at MN/DOT. Ultimately, not only will the individuals and communities benefit, but the entire state as well.

### **Cultural Diversity Report - Minnesota State University System**

The State University System has a system-wide initiative focusing on diversity in four areas:

- Student Recruitment and Retention
- Faculty and Staff Recruitment and Retention
- Curriculum Revision
- Campus and Community Environment

The State University System has entered the fourth year of this program, called CONNECT, and the focus on curriculum revision is extremely impressive and worth recognition. The multi-cultural gender fair requirements revision project is an intense and enormous undertaking. Yet, with highly motivated staff, faculty and student participation, this goal is aggressively being tackled.

Five of the seven universities in the system have minimum credit requirements for incoming freshman in the area of multi-culture gender fairness.

#### **Bemidji State University**

Bemidji State University is now in its second year of requiring general education students to take 12 credits in multi-cultural, gender and global studies. Specific courses for inclusion in the requirement have been nominated by departments for acceptance by the University Liberal Education Committee.

#### **Mankato State University**

A twelve credit cultural diversity requirement affecting all new entering students beginning fall of 1992 was approved by the Faculty Curriculum Committee. Two types of courses fulfill the cultural diversity requirement.

1. Cultural Diversity CORE (CD-CORE) is at least 75% devoted to topics of race, gender, sexual orientation, age, class and disability as they occur in United States society.
2. Cultural Diversity Related (CD-RELATED) is at least 25% devoted to the above topics or to a global perspective on topics related to African American, Asian, Hispanic and Native American inhabitants of the United States.

#### **Metropolitan State University**

Ninety courses were revised by resident and community faculty. This was done in pursuit of their goal to assess the extent to which general education courses and baccalaureate and master's programs reflect cultural diversity and develop a systematic plan to increase content in general education courses and programs that enlarge students' knowledge of American ethnic and racial minorities and their role in American life. Metro State received a grant from the Ford Foundation to fund a consortial project designed to transform the mainstream curriculum and instruction to increase faculty and student awareness of gender, racial and class biases.

### **Moorhead State University**

A new liberal studies curriculum was approved by the president and became effective fall quarter of 1992. A prominent feature of the new liberal studies curriculum is the requirement that all students complete eight credits of coursework in the category of cultural diversity and non-western studies.

### **St. Cloud State University**

A high priority for St. Cloud State University cultural diversity initiative is the inclusion of culturally diverse materials in the curriculum. Grants in the course development/enhancement area enabled faculty members to include multi-cultural components to their classes. Seven new multi-cultural, gender and minority courses were approved and assimilated into the curriculum. To date, St. Cloud State has a total of 41 courses, either revised or newly developed to meet the multi-cultural gender fair requirement, and a total of 10,971 students participated in these courses.

### **Southwest State University**

Native American study courses have been added to the curriculum and classroom materials, including outside speakers, have been expanded to reflect cultural diversity. The Student Activities Committee (SAC) has sponsored cultural diversity programs recognizing all groups which have been or could be discriminated against. There is also the Student Activity Fee Allocation Committee (SAFAC) which is dedicated to promoting a multi-cultural environment.

### **Winona State University**

The Multi-cultural Studies Program Task Force is continuing to accomplish its goal of structuring core courses in multi-cultural education and assisting and involving faculty in the development and implementation of programs promoting cultural diversity. The Cultural Diversity Report (November 1992) Winona State University Summary is very detailed in its plan of action and progress toward multi-cultural gender fair revisions. The Multi-cultural Children, Youth and Families Course (Ed. 583) was designed to help present and future teachers acquire knowledge, concepts, strategies, and resources to integrate content about ethnic groups into mainstream curricula. There was also the approval of Summer Teaching Improvement Curriculums/Research Grant "Scholars in Residence program for 1992 Summer Weekend Academic Workshop for Minority Youth."

### **Establishment of Cultural Diversity Liaisons - Minnesota Department of Revenue**

The department's strategies for the 90s include more involvement of employees' in achieving cultural diversity in the workforce. In an effort to communicate better with diverse groups of employees throughout the department, the agency has appointed employees to serve as liaison representatives for protected class groups. The liaisons:

- serve as advocates for their community on issues affecting the department;
- provide leadership within the department for their protected class group by serving as spokespersons and communicating information about the protected class group;

- represent the commissioner at inter-agency meetings hosted by statewide councils; and
- assist statewide councils by sponsoring and promoting community events.

The liaisons have taken an active leadership role in creating and chairing issues committees. The committees' objectives include:

- To provide one-stop shopping, so employees with disabilities can find assistance through a co-worker who has a disability; and to offer assistance to directors, supervisors, managers and leadworkers who have disabled employees.
- To help the Asian-Pacific community gain a better understanding of how the tax system works and what the benefits of taxes are; to work with Asian-Pacific employees and the administration to enhance career paths; to help all groups of people gain a better understanding of each other; and to bring about a culturally diverse workplace because people sincerely want that, not because we need to fill quotas.
- To develop a bond between the department and the Council on Black Minnesotans and other community organizations; to assist the department's black employees and broaden their horizons and their understanding of the diverse cultures in the department.
- To promote the idea that cultural diversity issues which affect women affect everyone in the department in the employee newsletter.

**Combatting Racism and Bigotry Teleconference - Minnesota Higher Education Coordination Board, State University System, Community College System, Technical College System, Minnesota Department of Education, University of Minnesota, Minnesota Private College Council, Minnesota Minority Education Partnership and Minnesota Association of Private Post-Secondary Schools**

The combined efforts of these educational institutions and funds from the Otto Bremer Foundation, U.S. West, and St. Paul Companies, Inc. brought the "Combatting Racism and Bigotry on College Campus: A Plan for Action" teleconference to more than 86 Minnesota public and private post-secondary campuses. The teleconference responded to an escalation of hate crimes, racial tensions, sexual harassment and other forms of bigotry on campuses. It was an opportunity to discuss problems of racism, bigotry, harassment and strategies to combat them.

The conference keynote address was from Dr. Alfredo de los Santos, Jr., Vice Chancellor, Educational Development, Maricopa Community College, Arizona. Speaking on "Racism, Sexism and Power: It's Time for a Change," was Anita F. Hill, Professor of Law, University of Oklahoma. There were two panel discussions, one with presidents and chancellors of institutions from the education system, the other with presidents, faculty and students from institutions representing the educational systems. Their purpose was to discuss their views on racism and bigotry and respond to methods of combatting the problem.

## **Mentor Program - Minnesota Department of Corrections**

In an effort to address the high turnover rate of protected group staff, the department-wide Affirmative Action Committee created a mentor program for all newly hired staff. The Lino Lakes Correctional Facility piloted the mentor program for all newly hired staff during their probationary period. The program has now been successfully running in Lino Lakes and is in the process of being implemented in all correctional institutions.

## **Preventing Sexual Harassment/Healthy Sexuality Days - Rochester Community College**

Rochester Community College has aggressively opened the doors of communication and education in the area of preventing sexual harassment.

On their staff development day, the college held a workshop on preventing sexual harassment. It was presented by a local attorney who has a background and experience in the area of preventing sexual harassment. Attendance was mandatory for staff and faculty. There was also a "Preventing Sexual Harassment" course, presented by the Department of Employee Relations Training Division for classified staff. During the month of October, the college held a "Healthy Sexuality Day" workshop. This was in sponsorship with Olmstead County Community Service and the Coalition on Education for Human Sexuality. This workshop focused on sexual harassment, myths of homosexuality, date rape, date violence, gender relationships in Vietnamese and coalition cultures, HIV and STD testing, and living with AIDS. The Illusion Theater gave an informative, practical presentation on healthy sexuality.

# **SECTION 5**

## **Current Diversity of State Employment**

## Current Diversity of State Employment

The goal of the state's affirmative action program is to create a workforce that represents all segments of the population of Minnesota.

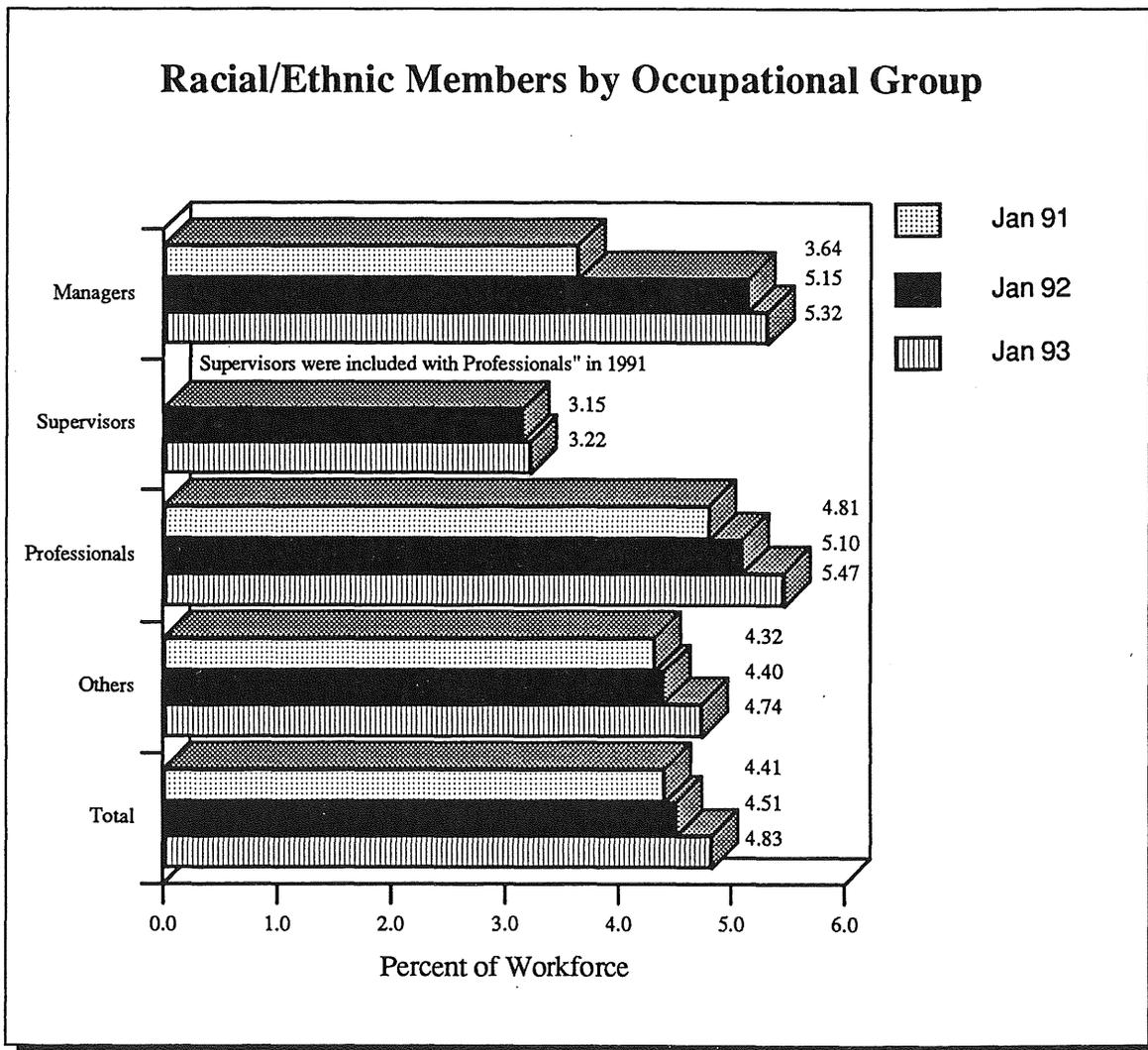
The charts on the following pages show the diversity that exists in the state workforce as of January 1993.

An analysis of the protected group members by government branch (executive, legislative, judicial) and a full analysis of the executive branch by all protected groups for the past three years is included in this section. State law defines protected group members as women, racial and ethnic minorities and people with disabilities.

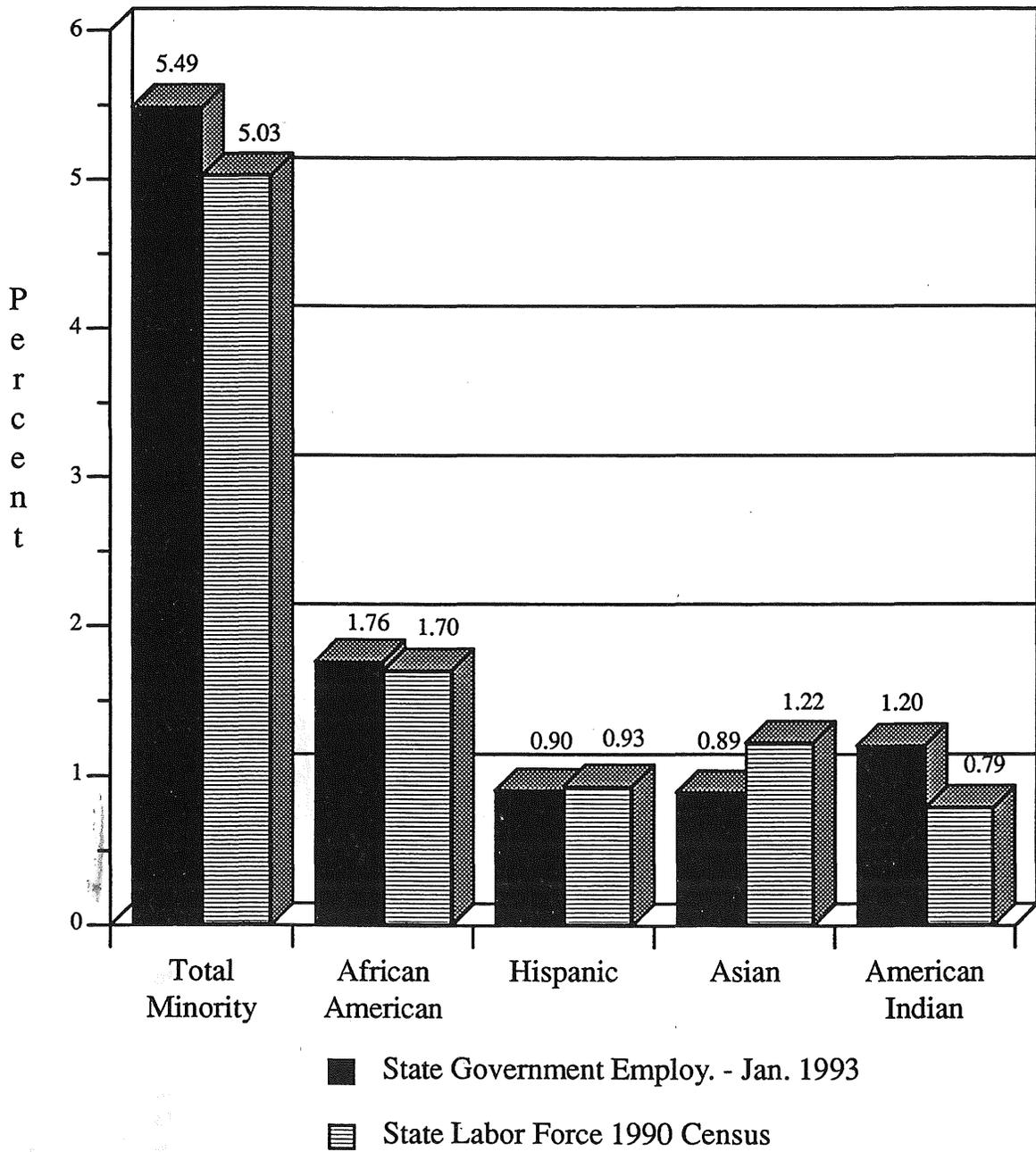
## Racial/Ethnic Minorities

Racial and ethnic minority group members in the state government workforce increased from 1,533 (4.51%) to 1,652 (4.83%) in 1992. This change represents a 7.1% increase compared to average increases of two percent per year for the previous seven years. During the 1980s, the percentage of minorities of workforce age has increased an average of 6% per year. In 1992, the increase in state government's minority workforce kept pace with the increase in the state's private sector minority workforce.

There has been an increase of minority members in all job groups. The following pages show changes in the state service for each of the racial and ethnic minority groups over the last three years.



# Minority Percentage of MN State Employment Compared to Percentage of MN Labor Force



## Employment - Minnesota State Government Branches

### Legislative

<u>Senate - January 1993</u>	<u>Total</u>	<u>Females</u>	<u>% Female</u>	<u>Minorities</u>	<u>% Minority</u>	<u>Disabled</u>	<u>% Disabled</u>
Office/Administrators	31	13	41.9	0	0.0	Not available	
Professional	33	14	42.4	0	5.7		
Technical	2	0	0.0	0	0.0		
Para-Professional	57	24	42.1	3	5.3		
Administrative Support	161	118	73.3	4	2.5		
Service	15	2	13.3	5	33.3		
<b>Total Senate</b>	<b>299</b>	<b>171</b>	<b>57.2</b>	<b>12</b>	<b>4.0</b>		
 <u>House - September 1992</u>							
Administrative Support	173	140	80.9	15	8.7	9	5.2
Supervisor/Research/Tech	163	82	50.3	5	3.1	6	3.7
<b>Total House</b>	<b>336</b>	<b>222</b>	<b>66.1</b>	<b>20</b>	<b>6.0</b>	<b>15</b>	<b>4.5</b>
 <b>Combined House &amp; Senate</b>	 <b>635</b>	 <b>393</b>	 <b>61.9</b>	 <b>32</b>	 <b>5.0</b>	 <b>15</b>	 <b>2.4</b>

### Judicial - January 1993

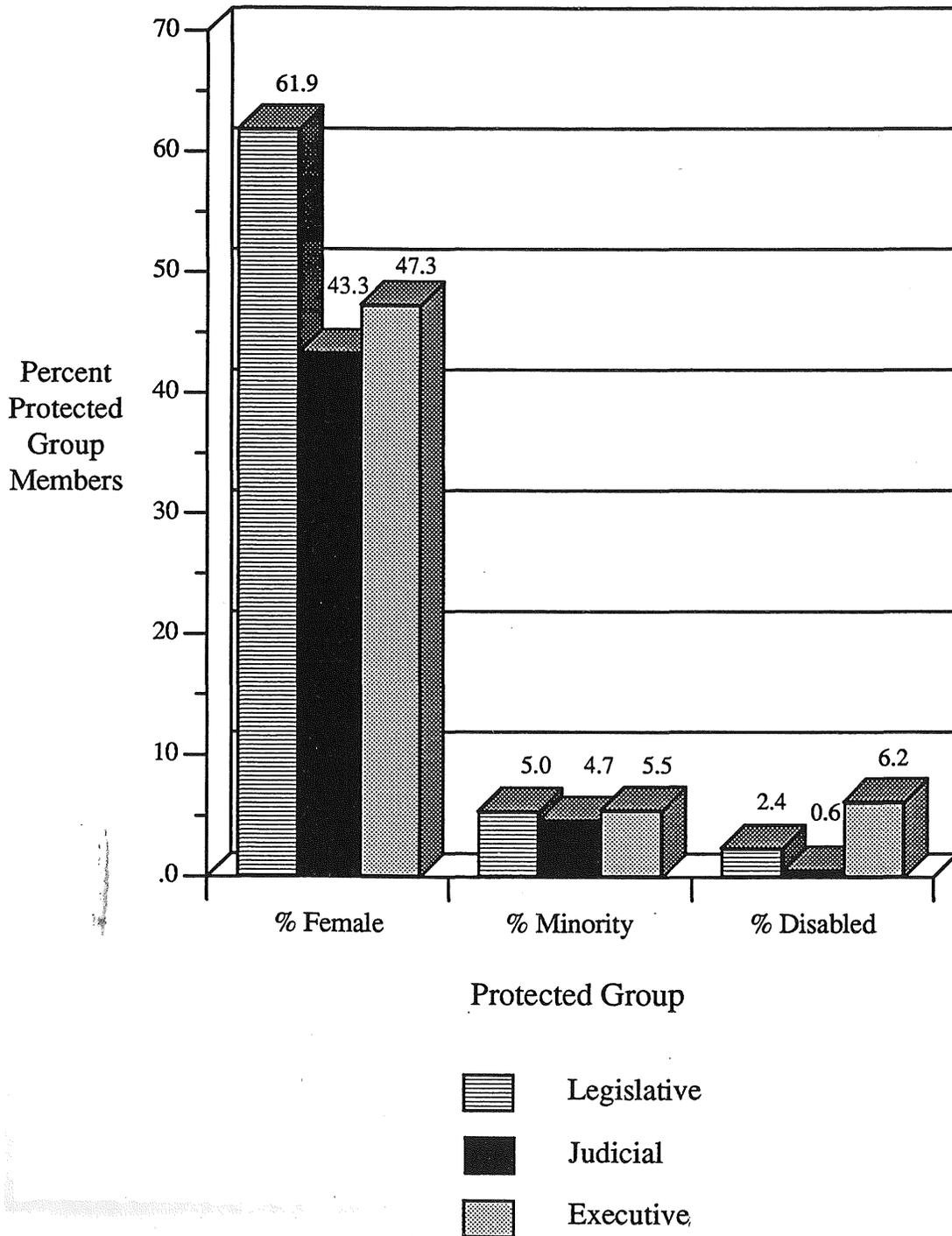
<b>Courts - Ct. of Appeals</b>	94	53	56.4	4	4.3	0	0.0
<b>District - CRT Judicial</b>	674	288	42.7	23	4.0*	3	0.4
<b>Public Defender</b>	283	73	25.8	6	7.1*	1	0.4
<b>Supreme Court</b>	188	123	65.4	11	5.9	4	2.1
<b>Total</b>	<b>1239</b>	<b>537</b>	<b>43.3</b>	<b>44</b>	<b>4.7</b>	<b>8</b>	<b>0.6</b>

\*Based only on those persons whose race was indicated on the personnel form.

### Executive - January 1993

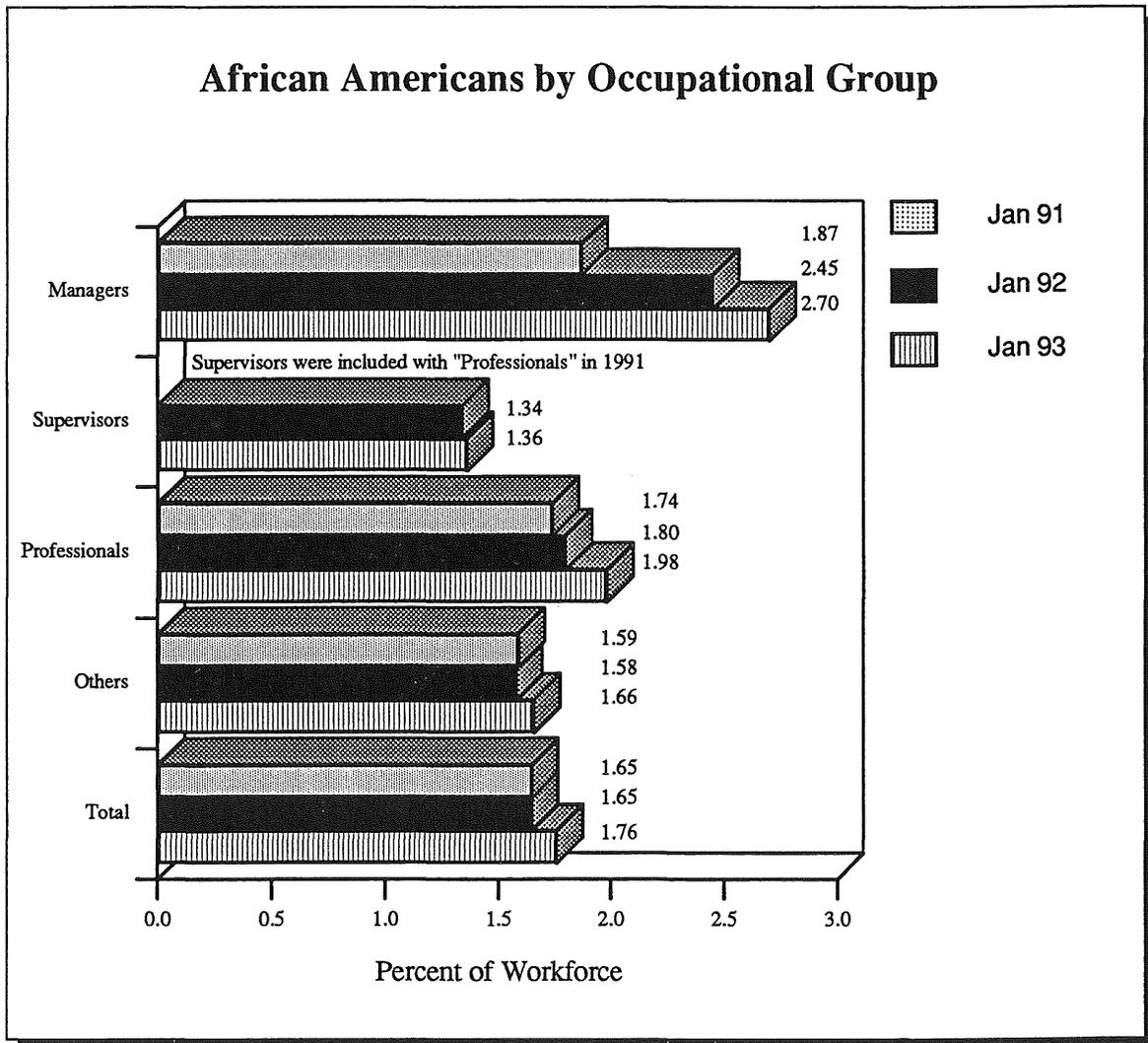
<b>Non-Academic</b>							
Managers	1296	408	31.5	69	5.3	91	7.0
Supervisors	3384	1033	30.5	109	3.2	273	8.1
Professionals	10002	4282	42.8	547	5.5	659	6.6
Others	19553	10809	55.3	927	4.7	1425	7.3
<b>Total Non-Academic</b>	<b>34235</b>	<b>16532</b>	<b>48.3</b>	<b>1652</b>	<b>4.8</b>	<b>2448</b>	<b>7.2</b>
 <b>Academic</b>							
Managers	127	48	37.8	11	8.7	1	0.8
Supervisors							
Professionals	6238	2623	42.0	567	9.1	77	1.2
Others							
<b>Total Academic</b>	<b>6365</b>	<b>2671</b>	<b>42.0</b>	<b>578</b>	<b>9.1</b>	<b>78</b>	<b>1.2</b>
 <b>Total Academic and Non-Academic</b>							
Managers	1423	456	32.0	80	5.6	92	6.5
Supervisors	3384	1033	30.5	109	3.2	273	8.1
Professionals	16240	6905	42.5	1114	6.9	736	4.5
Others	19553	10809	55.3	927	4.7	1425	7.3
<b>Total All</b>	<b>40600</b>	<b>19203</b>	<b>47.3</b>	<b>2230</b>	<b>5.5</b>	<b>2526</b>	<b>6.2</b>

# Percent Protected Group Members Minnesota State Government Branches



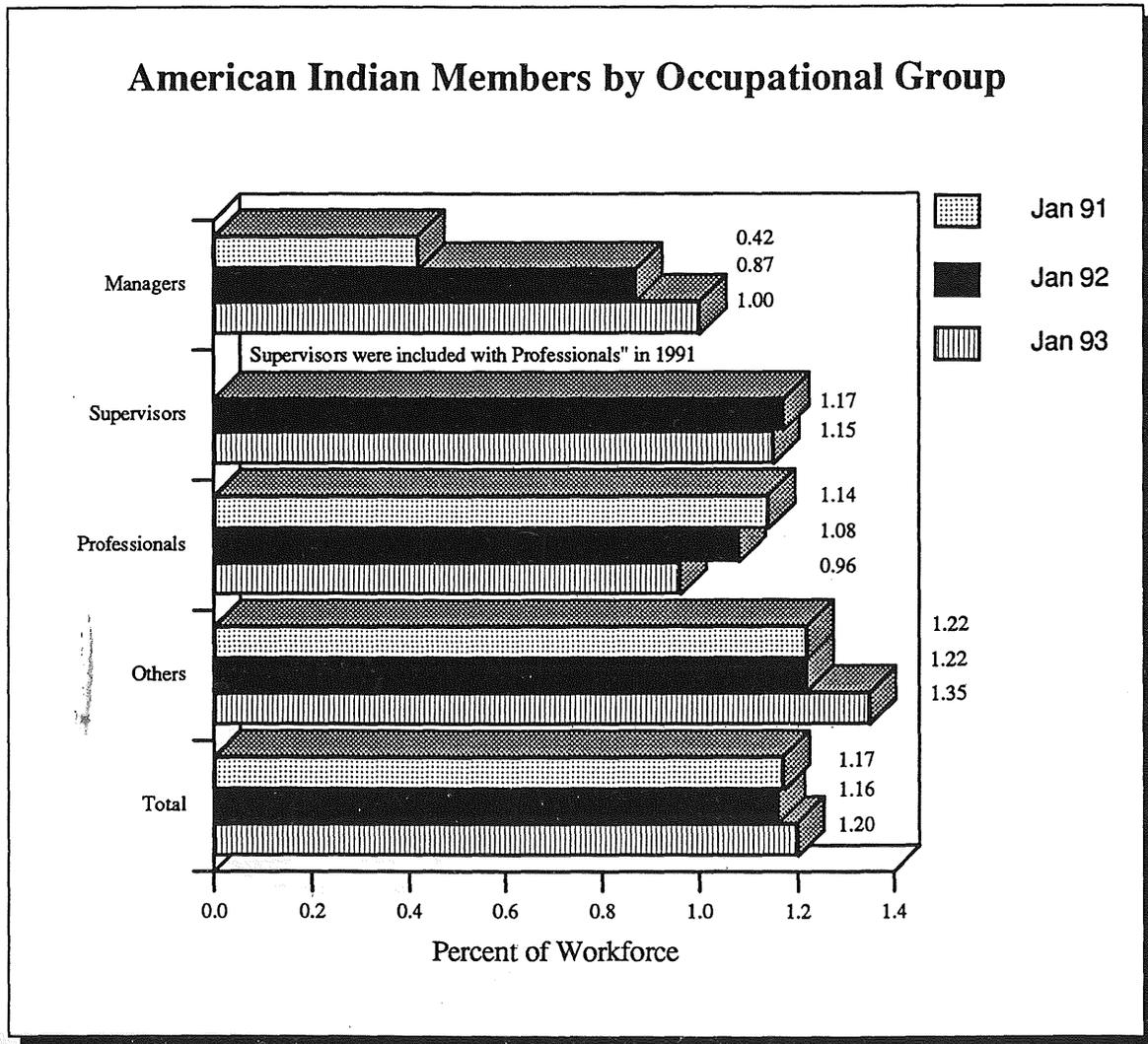
## African Americans

The percentage of African American managers in the state workforce has increased in the last two years from 1.87% to 2.7% - a 44.4% increase. The total percentage of African American employees in state service increased by 6.7% last year after remaining the same for three consecutive years.



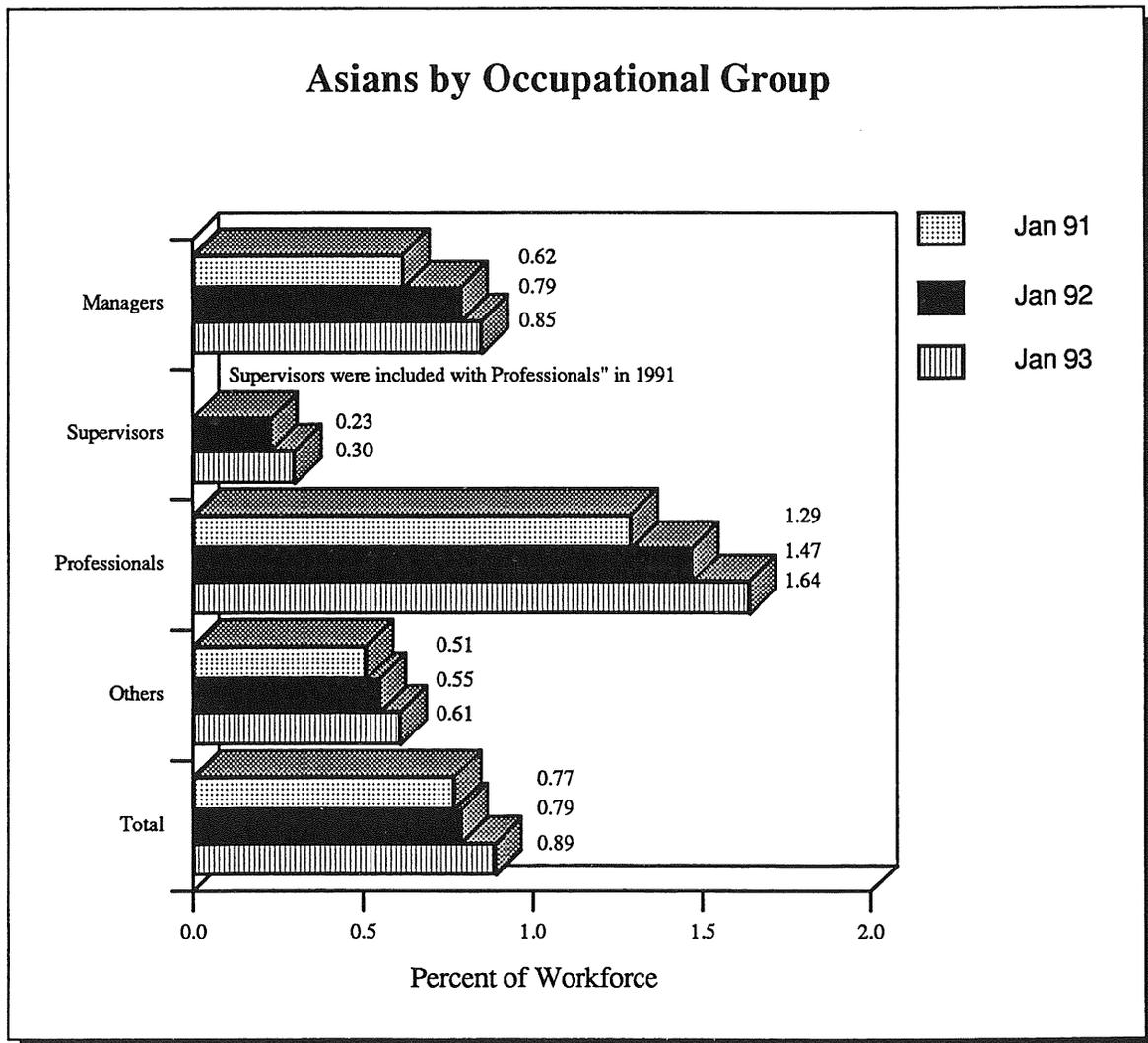
## American Indians

The percentage of state managers who are American Indians more than doubled in the last two years. However, there was a slight decrease in American Indian professionals last year from 106 in January 1992 to 96 in January 1993.



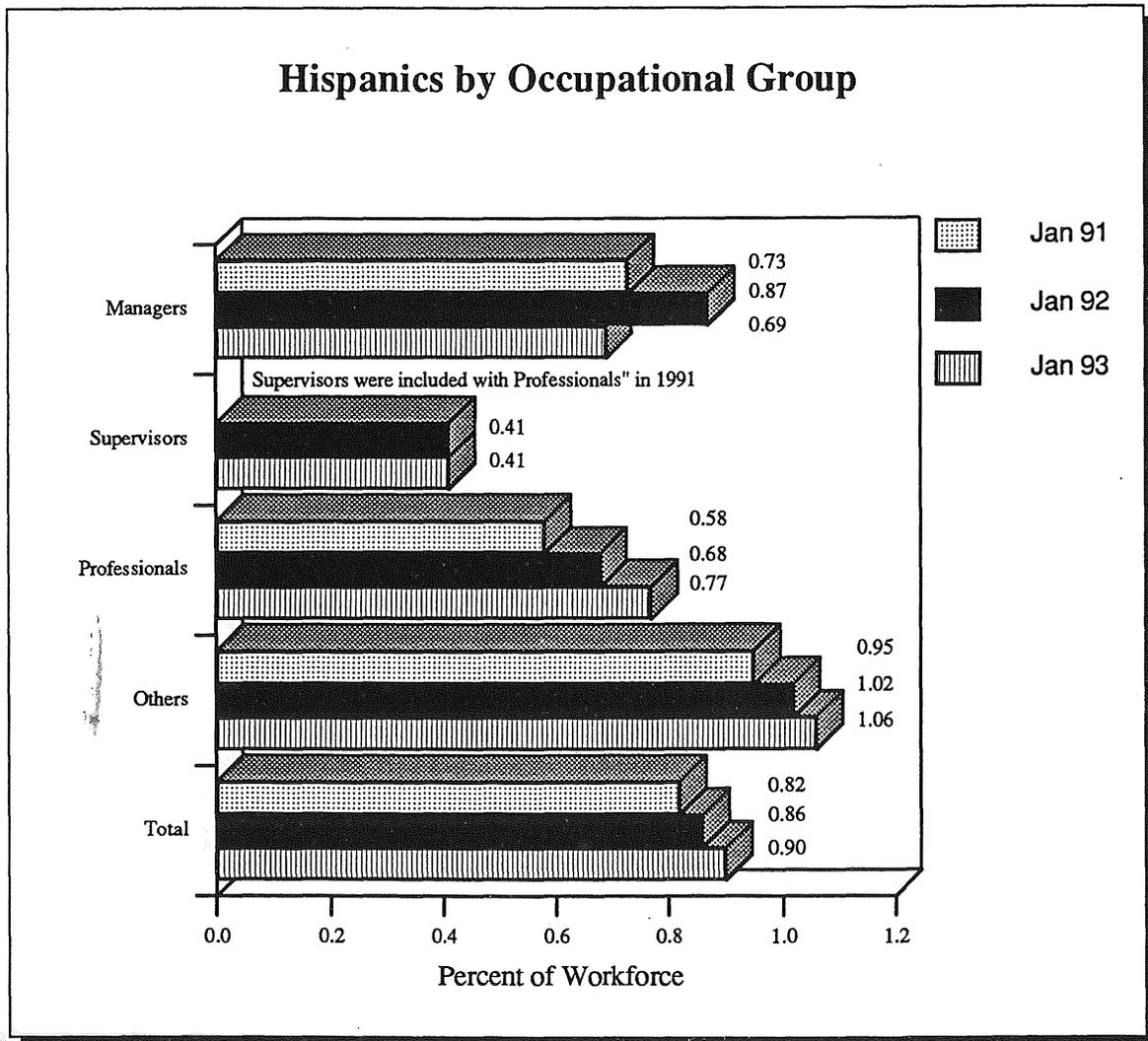
## Asian-Pacific Islanders

There has been a gain in the total percentage of Asian-Pacific Islanders employed in state government from 0.79% in January 1992 to 0.89% in January 1993. The percentage of state managers who are Asian-Pacific Islanders increased last year from 0.79% to 0.85%.



## Hispanics

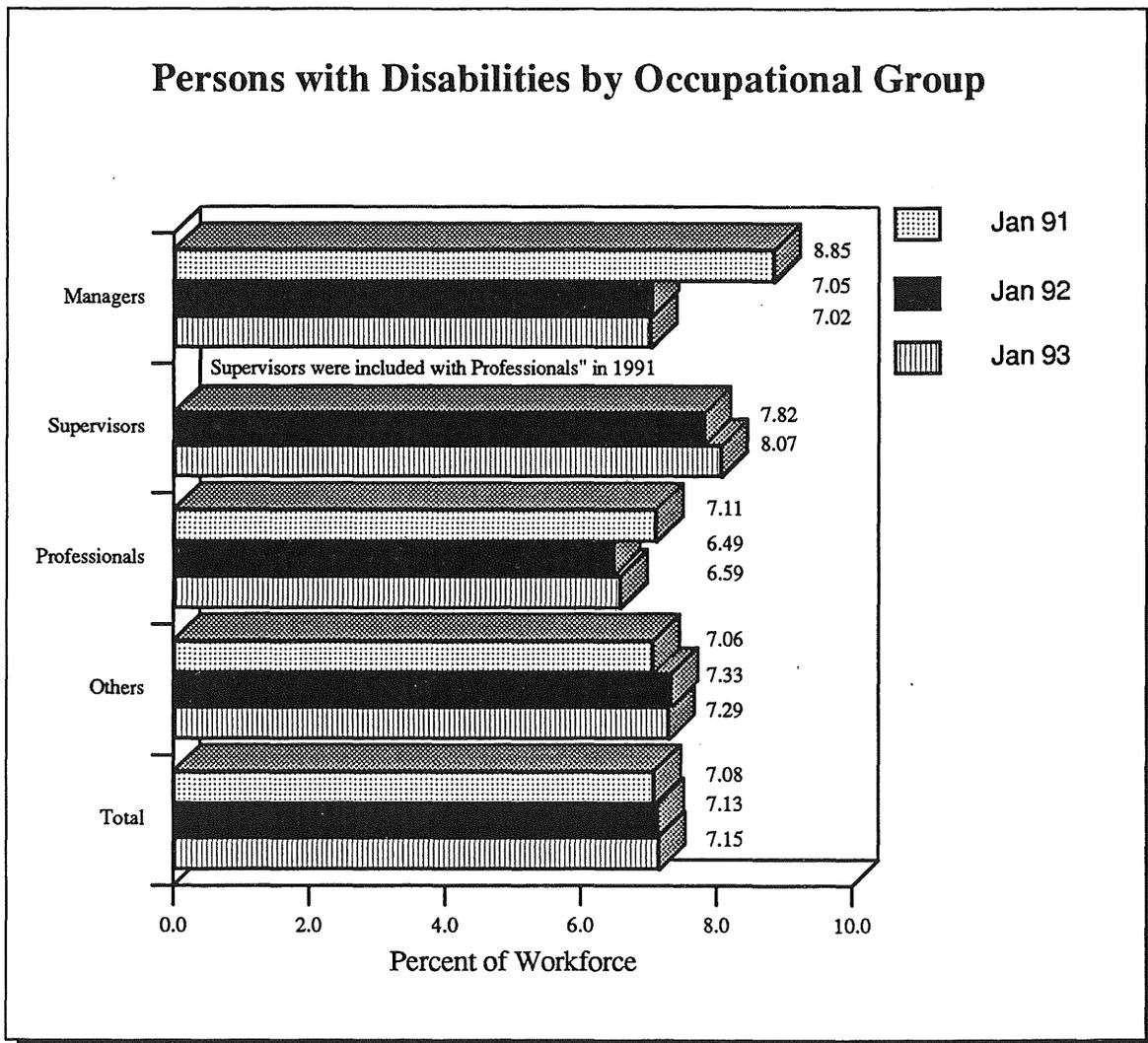
There was a 4.7% increase of Hispanics in state service in 1992. The numbers increased in every category of job except manager, where there was a slight decrease.



## Persons With Disabilities

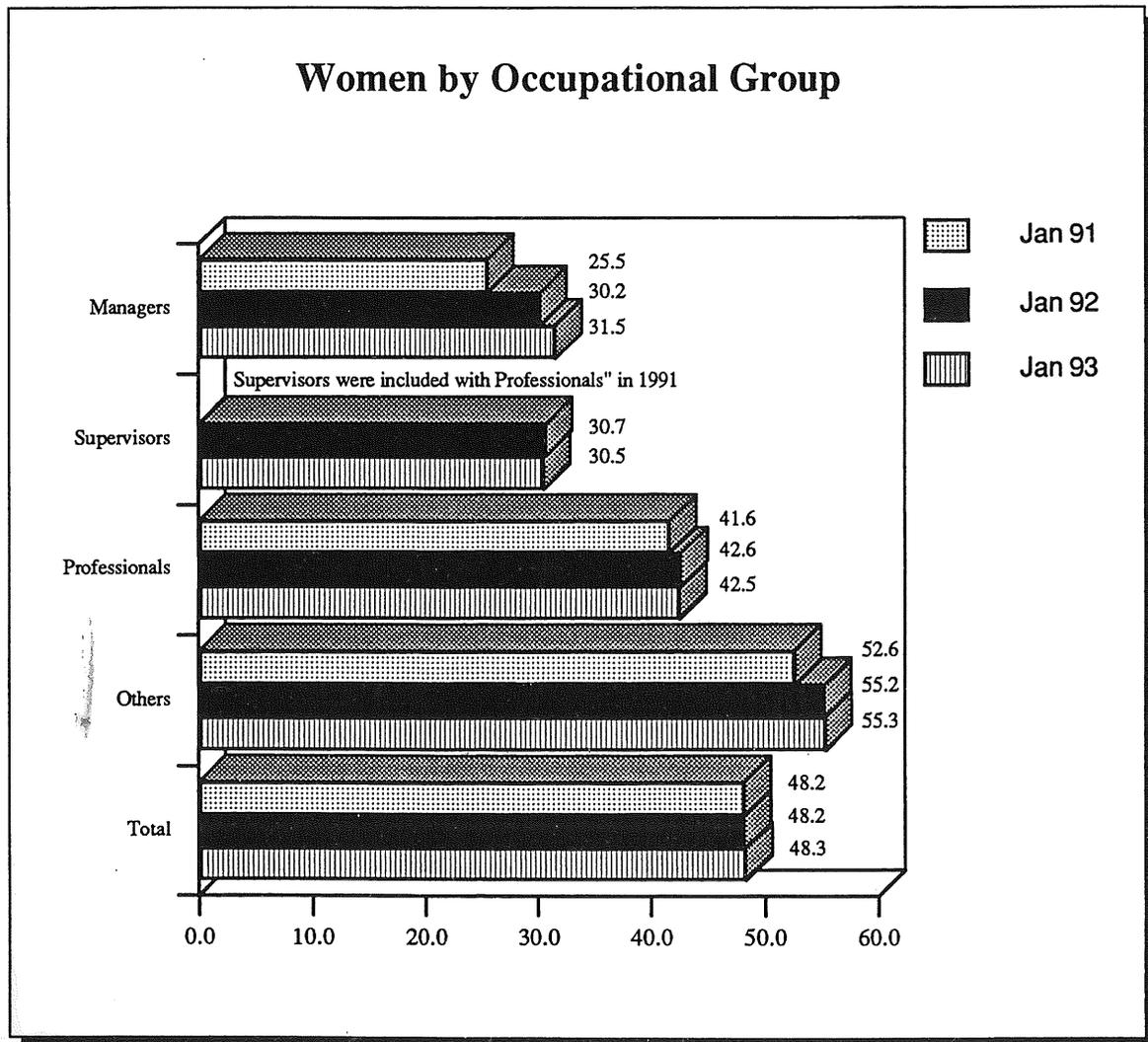
Statewide Goal: 8.2%

There has been an increase of people with disabilities in state service of two percent over the past ten years. The percentage of people with disabilities who hold managerial jobs is slightly below the percentage of all people with disabilities in state service. The percentage of people in this group who are supervisors is higher than the percentage of all people with disabilities in state service.



## Women

Women continue to make progress in all occupational groups of state government. There has been a steady increase in the percentage of managers who are women and continued progress in the percentage of professionals who are women. The percentage of women in state service (48.3%) continues to exceed the percentage of women in the general workforce in Minnesota (46.4% in the 1990 census).



# **SECTION 6**

## **Compliance Analysis**

## Compliance Analysis

In the previous section, we reviewed the status of diversity in the state government workforce over the past three years. The state also measures progress in affirmative action by monitoring hiring opportunities for each year. The monitoring process is described in Section 3 of this report.

- **Affirmative Action Hires** are defined as: if agency corrects its workforce underutilization of a protected class group.
- **Justified Missed Opportunity** is determined as: if there is a disparity but the agency fails to hire a protected group member and includes approved "justifications" for this decision such as "appointment was made from layoff list as required by collective bargaining agreement, or agency no longer has a disparity."
- **Missed Opportunity.** If an agency fails to hire affirmatively and cannot explain this decision by one of the approved justifications on our forms, the hiring decision is marked as a "missed opportunity" to hire affirmatively.

### All List Appointments (includes both disparity and non-disparity)

During 1992, state agencies had 2,158 list appointments. There were 1,090 (50.5%) women, 151 (7.0%) minorities and 97 (4.5%) people with disabilities appointed from the lists. Of the 2,158 list hires, 1,958 (90.7%) of them had one or more disparities.

### List Appointments (when disparity exists)

During 1992, state agencies had 1,958 opportunities to hire or promote employees from eligible lists where the agencies had disparities in their workforce for protected groups. For 1,267 (64.7%) of these, the agency's non-affirmative action hire was determined to be justified for one or more of the reasons listed on the Protected Group Report form in the appendix. The agencies made affirmative action hires in 399 (20.4%) of the remaining opportunities and missed 292 opportunities (14.9%). Minorities were hired 8.9% of the time when disparate, females 29.7% when disparate, and disabled 5.2% when disparate.

Over half of the justified non-affirmative action hires (808 or 63.8% of total hires) occurred because no protected group member was certified. There were 229 (18.1%) justified hires because of no response or interest and 127 (10.0%) for seniority contractual reasons. These three reasons comprised 92% of the justified hires.

### List Appointments (when NO disparity exists)

There were 1,024 hires with no minority disparities. Fifty (50, 4.9%) of the hires were minorities. There were 1,287 hires with no female disparities. Eight hundred thirty-one (831, 64.6%) of the hires were females. Nine hundred seventy-two (972) of the hires had no disabled disparities and 51 (5.2%) of the hires were persons with disabilities.

## Non-List Appointments

Some hiring decisions are not based on eligible lists. These non-list appointments include temporary employees, provisional employees, unclassified faculty, labor service, non-competitive promotions, and other kinds of appointments.

Non-list appointments provide agencies with additional opportunities to hire affirmatively. During 1992, state agencies had 22,659\* non-list appointments. There were 11,160 (49.3%) women, 1,846 (8.2%) racial/ethnic minorities, and 581 (2.6%) people with disabilities appointed.

An agency-by-agency report of results for non-list appointments is included in the appendix.

\*Over 16,000 of these appointments were from the community colleges and the state universities and are a reflection of school terms ending and beginning.

### Summary of Appointments

	<u>Females</u>	<u>Percent Hired Minorities</u>	<u>Disabled</u>
List with disparity	29.7%	8.9%	3.8%
List without disparity	64.6%	4.9%	5.2%
<b>Total List</b>	<b>50.5%</b>	<b>7.0%</b>	<b>4.5%</b>
<b>Non-List</b>	<b>49.3%</b>	<b>8.1%</b>	<b>2.6%</b>

### Comparison of Appointed - New Hires vs. Current Employees

#### List Hires for 1992

	<u>Total</u>	<u>Females</u>	<u>Minorities</u>	<u>Disabled</u>
Current Employees	1340	1090 51.6%	83 6.2%	66 4.9%
New Hires	818	398 48.7%	68 8.3%	31 3.8%

#### Non-List Hires for 1992

	<u>Total</u>	<u>Females</u>	<u>Minorities</u>	<u>Disabled</u>
Current Employees	17206	8568 49.8%	1111 6.5%	434 2.5%
New Hires	5288	2484 47.0%	723 13.7%	136 2.6%

## Agencies Not In Compliance

Five agencies missed 25% or more of their opportunities to make affirmative action hires from eligible lists where there were candidates whose appointments would have helped correct disparities in their workforce for one or more protected groups.\* Those five agencies listed below are designated as agencies not in compliance with affirmative action requirements pursuant to M.S. 43A.191.

Agency	Total Opportunities	Affirmative Action Hires	Justified Hires	Missed Opportunities
Commerce	25	9 (36.0%)	2 ( 8.0%)	14 ( 56.0%)
Office of Waste Management	3	0 ( 0.0%)	1 (33.3%)	2 ( 66.7%)
Public Employees Retirement Assn.	7	1 (14.3%)	4 (57.1%)	2 ( 28.6%)
Secretary of State	3	0 ( 0.0%)	2 (66.7%)	1 ( 33.3%)
Teachers Retirement Association	3	0 ( 0.0%)	0 ( 0.0%)	3 (100.0%)

\* There were two agencies that had more than 25% missed opportunities but were not found out of compliance because their percent of affirmative action hires was as high or higher than the percent of missed opportunities.

**LIST HIRES BY AGENCY - 1992**

(When Disparity Exists)

AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
ADMINISTRATION	54	17	31.5	26	48.1	11	20.4
ADMINISTRATIVE HEARINGS OFFICE	0	0	0.0	0	0.0	0	0.0
AGRICULTURE	57	14	24.6	29	50.9	14	24.6
ANIMAL HEALTH BOARD	0	0	0.0	0	0.0	0	0.0
ATTORNEY GENERALS OFFICE	5	0	0.0	5	100.0	0	0.0
AUDITOR	1	0	0.0	1	100.0	0	0.0
COMMERCE	25	9	36.0	2	8.0	14	56.0
COMMUNITY COLLEGE SYSTEM	56	7	12.5	41	73.2	8	14.3
CORRECTIONS	308	81	26.3	189	61.4	38	12.3
EDUCATION	20	4	20.0	13	65.0	3	15.0
EMPLOYEE RELATIONS	9	1	11.1	7	77.8	1	11.1
FARIBAULT RESIDENTIAL ACADEMIES	19	1	5.3	18	94.7	0	0.0
FINANCE	3	1	33.3	2	66.7	0	0.0
GAMBLING CONTROL BOARD	3	1	33.3	1	33.3	1	33.3
HEALTH	93	21	22.6	54	58.1	18	19.4
HIGHER EDUCATION COORDINATING BOARD	3	1	33.3	2	66.7	0	0.0
HOUSING FINANCE	7	3	42.9	1	14.3	3	42.9
HUMAN RIGHTS	0	0	0.0	0	0.0	0	0.0
HUMAN SERVICES	308	38	12.3	246	79.9	24	7.8
INVESTMENT BOARD	0	0	0.0	0	0.0	0	0.0
IRON RANGE RESOURCE & REHABILITATION BOARD	1	0	0.0	1	100.0	0	0.0

**LIST HIRES BY AGENCY - 1992**

(When Disparity Exists)

AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
JOB'S & TRAINING	155	28	18.1	118	76.1	9	5.8
LABOR & INDUSTRY	16	7	43.8	3	18.8	6	37.5
MEDIATION	0	0	0.0	0	0.0	0	0.0
MILITARY AFFAIRS	13	1	7.7	12	92.3	0	0.0
MINNESOTA ARTS SCHOOL	0	0	0.0	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS AND EDUCATION	1	0	0.0	1	100.0	0	0.0
NATURAL RESOURCES	117	14	12.0	88	75.2	15	12.8
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	0	0	0.0	0	0.0	0	0.0
OFFICE OF WASTE MANAGEMENT	3	0	0.0	1	33.3	2	66.7
POLLUTION CONTROL	54	12	22.2	33	61.1	9	16.7
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	7	1	14.3	4	57.1	2	28.6
PUBLIC SAFETY	50	9	18.0	29	58.0	12	24.0
PUBLIC SERVICE	20	7	35.0	11	55.0	2	10.0
PUBLIC UTILITIES COMMISSION	2	0	0.0	2	100.0	0	0.0
REVENUE	58	34	58.6	13	22.4	11	19.0
SECRETARY OF STATE	3	0	0.0	2	66.7	1	33.3
SOIL & WATER RESOURCES BOARD	0	0	0.0	0	0.0	0	0.0
STATE BOARD OF TECHNICAL COLLEGES	3	1	33.3	2	66.7	0	0.0
STATE LOTTERY	10	0	0.0	8	80.0	2	20.0

**LIST HIRES BY AGENCY - 1992**

(When Disparity Exists)

AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
STATE RETIREMENT SYSTEM	1	1	100.0	0	0.0	0	0.0
STATE UNIVERSITIES	75	16	21.3	50	66.7	9	12.0
TEACHERS RETIREMENT	3	0	0.0	0	0.0	3	100.0
TRADE & ECONOMIC DEVELOPMENT	14	0	0.0	11	78.6	3	21.4
TRANSPORTATION	317	64	20.2	186	58.7	67	21.1
TREASURERS OFFICE	0	0	0.0	0	0.0	0	0.0
VETERANS BENEFITS AND SERVICES	1	1	100.0	0	0.0	0	0.0
VETERANS HOME	42	0	0.0	42	100.0	0	0.0
ZOO	21	4	19.0	16	76.2	1	4.8
<b>TOTAL</b>	<b>1,958</b>	<b>399</b>	<b>20.4</b>	<b>1,271</b>	<b>64.9</b>	<b>288</b>	<b>14.7</b>

## Analysis of Protected Group Hires When a Disparity Exists

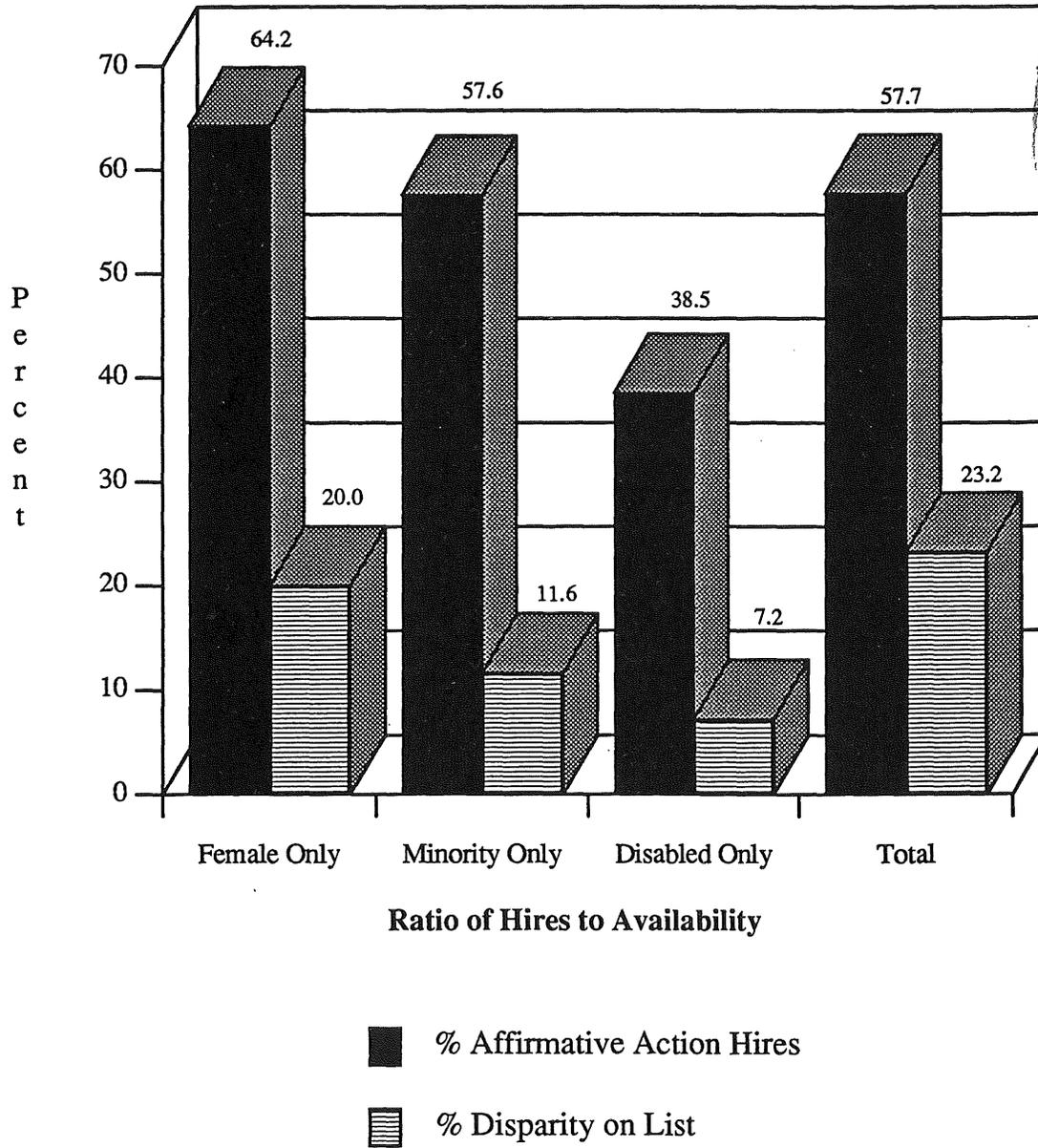
There were 2,158 non-academic list hires in the executive branch of state government in calendar year 1992. 1,958 (90.7%) of these list hires had one or more protected group disparities which triggered the implementation of three state programs: 1) expanded certification, which requires reaching down in the eligibility list to ensure that at least two candidates from each disparate protected class are on the certification list; 2) pre-employment selection, which requires that the hiring authority be notified of the disparity(s) (if the authority decides to hire a non-disparate person when a disparate person is on the list and is interested in the position - a missed opportunity - they must present a written explanation of the reason for failing to hire the protected group person and may not hire the non-disparate person without approval from the affirmative action officer/designee); 3) a Protected Group Report form is completed on all disparate hires and a determination is made by the Equal Opportunity Division regarding the status of the hire, i.e., missed opportunity, affirmative action hire or a justified hire. Any agency that has 25% or more missed opportunities in one year will be found out of compliance with their affirmative action plan. The table and graph below mirror the results of these policies whenever there is one or more disparate persons available to hire. Protected group members are hired at a rate that is two and one-half times higher than their representation on the certified list.

### Data from Protected Group Reports 1992

<u>Disparities</u>	<u>Affir. Hire</u>	<u>Missed</u>	<u>% Affir Hire</u>	<u>% Dispar on List</u>	<u>Total Persons On List</u>	<u>Disparate Persons On List</u>
Female Only	97	54	64.2	20.0	5,416	1,082
Minority Only	34	25	57.6	11.6	1,368	159
Disabled Only	15	24	38.5	7.2	999	72
Female & Minority	72	39	64.9	34.6	2,745	949
Female & Disabled	55	40	57.9	29.6	2,346	695
Minority & Disabled	47	57	45.2	14.0	2,692	377
All Three	77	52	59.7	31.8	3,129	996
<b>Total</b>	<b>397</b>	<b>291</b>	<b>57.7</b>	<b>23.2</b>	<b>18,695</b>	<b>4,330</b>

# Percent Affirmative Action Hires

## Hires Compared to Percent on List



# APPENDICES

Minnesota  
 Department of  
 Employee  
 Relations

Equal Opportunity Division  
 658 Cedar Street  
 St. Paul, MN 55155

# PROTECTED GROUP REPORT

Action Code  
 A J M

Information collected will be used to determine the effectiveness of State selection and referral processes and the effectiveness of the State Affirmative Action Program. Results will be audited as required by M.S. 43A.191.

Agency	Dept./Div.	Goal Unit	Barg. Unit	Requisition #	Exp. Cert. Y N
Class	Code	Class Certified (if different)		Code	# Pers. Cert.

### AGENCY ANALYSIS OF CERTIFICATION/SELECTION PROCESS

	Disparity	Individuals on All Certs	Attempted to Contact	Interested	Interviewed/Further	Withdrew/Declined Off.	Date Appt.	Exp. Appt.
Female								
Minority								
Disabled								

WORKFORCE DISPARITY/OPPORTUNITY ACTION INFORMATION: Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed.

1. Followed pre-hire review?  Yes  No Explain \_\_\_\_\_

2. Check reason(s) a member of a disparate group was not appointed:

- A.  No members of disparate groups were certified.
- B.  Disparate group member(s) failed to pass mandatory job requirements given prior approval by DOER.
  - 1.  Typing/Steno test
  - 2.  Licensure/Certification
  - 3.  Selective certification criteria: define
- C.  Certified members of disparate groups failed to respond or were not interested in the position.
  - 1.  Phoned applicant
  - 2.  Letter to applicant (attach copy of letter)
- D.  Appointment made from layoff as required by collective bargaining agreement.
- E.  Seniority article of the contract is applied.
  - 1.  More senior employee had permanent/probationary status.
  - 2.  More senior employee had been serving on temporary appointment.
- F.  Incumbent appointed to position changed in allocation.
- G.  Appointed workers' compensation referral.
- H.  Agency no longer has disparity.
- I.  Current employee appointed from attached certification to avert a layoff. Explain on reverse.
- J.  The only disparate group members available for appointment are in the same goal/bargaining unit as vacancy and their appointment would not help meet affirmative action goals.
- K.  Unable to make reasonable accommodation to applicant's handicap. Explain on reverse.
- L.  Grievance or arbitration settlement. Attach copy of settlement.
- M.  Non-citizen without proper work authorization.

NOTE: Reasons A-M above are justification for failure to make an affirmative action hire (appointment of a member of a protected group for which an agency has a disparity in the goal unit - see Personnel Rules) in determining compliance with affirmative action requirements of M.S. 43A.191, Subdivision 3.

Personnel Officer	Date	Affirmative Action Officer	Date
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This form, completed and signed, must accompany any appointment made from the attached certification report and returned to the Department of Employee Relations.

PE-00317-13 (Rev. 1/93)

**MONITORING FORM FOR  
 NON -LIST HIRES  
 DESIGNATED FOR AFFIRMATIVE ACTION**

DOER: Action Code  
 A J M

**INSTRUCTIONS:** This form is used to monitor non-list hires pursuant to M.S. 43A.08, Subd. 2a or 43A.15 on equal employment opportunity and affirmative action. \*Current goal disparity can be identified in your agency Affirmative Action Goal Achievement/Special Handling Report provided by DOER, Equal Opportunity Division or by contacting your E.O.D. liaison. This form will first be completed by your agency and forwarded to DOER, Equal Opportunity Division. Information collected will be used to monitor missed opportunities, and report to the Governor and Legislature each agency's compliance with affirmative action requirements. (SEE INSTRUCTION KEY ON REVERSE SIDE.) This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 229, 230, 231, 232, and 501.

Agency	①	Dept./Div.	②	Goal Unit	③	Barg Unit	④	Position #	⑤
Class Title	⑥	Class Code	⑦	Event Code	⑧	Appt. Begin Date/Name		⑨	

**I. AGENCY ANALYSIS OF SELECTION PROCESS** ⑩

	*Disparity (See above)	# Applied	# EOD Resume Referrals	# Attempted to Contact	# Interviewed	Withdrew/ Declined Offer	Appt'd Yes/No
Female							
Minority							
Disabled							

**II. Workforce Disparity/Opportunity Action Information:** Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed.  
 Check Reason(s). ⑪

- E.  Seniority article of contract applied.
  - 1.  More senior employee had permanent/probationary status.
  - 2.  More senior employee had been serving on temporary status.
- F.  Incumbent appointed to position changed in allocation or demoted or transferred as a result of reallocation.
- G.  Appointed worker's compensation referral.
- H.  Agency no longer has disparity.
- I.  Current employee appointed from layoff or to avert a layoff.
- J.  The only disparate group members available for appointment are in same goal unit (bargaining unit within geographic area) as vacancy and their appointment would not help meet affirmative action goals.
- K.  Unable to make reasonable accommodation to applicant's disability. Explain:
- L.  Grievance or arbitration settlement. Attach copy of settlement.
- M.  Summer job hire - no members of disparate groups referred.
- N.  No member of disparate groups referred.
- O.  Urgent hire required within 5 working days.

NOTE: The above reasons will be considered as justification for failure to make an affirmative action hire as will good faith recruitment efforts which failed to produce protected group applicants.

**III. Recruitment Process** ⑫ Date Vacancy Posted \_\_\_\_\_

Affirmative Action Efforts (Please explain)  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Appointing Authority	Date	Personnel Officer	Date	Affirmative Action Officer	Date
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## MONITORING NON-LIST HIRES

This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 229, 230, 231, 232, and 501.

**Please refer to this instruction key (1-12) which will describe the blanks to be filled in on the monitoring form.**

1. **AGENCY:** Insert agency name.
  2. **DEPT/DIVN:** Insert the number representing the department and division to which the position is assigned. See State Personnel/Payroll Operations Manual.
  3. **GOAL UNIT:** Insert the number for the goal unit from your Affirmative Action Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance. If your agency employs less than 25 employees, a goal unit number is not applicable. You may include goals for goal units with fewer than five employees if you review the existing makeup of your agency's unclassified workforce and then determine what protected groups are underutilized. Contact EOD 296-4600.
  4. **BARGAINING UNIT:** Insert the three-digit code which stands for the bargaining unit, if any, to which the position is assigned. See State Personnel/Payroll Operations Manual.
  5. **POSITION #:** The position control number to which the employee is assigned. Reference the Position Processing Section in the State Personnel/Payroll Operations Manual.
  6. **CLASS:** Insert the official job class title as listed in the State Salary Plan.
  7. **CODE:** Insert the six-digit code corresponding to the classification title as listed in the State Salary Plan.
  8. **EVENT CODE:** Insert the three digit code. Reference the State Personnel/Payroll Operations Manual.
  9. **APPT. BEGIN DATE/NAME:** First day employee is on State payroll in this appointment. Insert name of applicant hired.
  10. **SECTION I/SELECTION PROCESS:** Agency shall list protected group member disparity and document applicant selection process. Reference your Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance.
  11. **SECTION II/RATIONALE:** Agency shall check any reason(s) a member of a disparate group was not appointed.
  12. **SECTION III/RECRUITING PROCESS:** Agency shall list all affirmative action recruitment efforts.
- \* The agency Affirmative Action Officer and Personnel Officer shall sign and forward the completed form to the Department of Employee Relations, Equal Opportunity Division.

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY  
TOTAL & PROTECTED GROUPS  
(ACADEMIC EXCLUDED)  
DATA FROM JANUARY 1993**

AGENCY	TOTAL EMPLOYEES		WOMEN		MINORITY		DISABILITY	
	#	%	#	%	#	%	#	%
ACCOUNTANCY BOARD	5		4	80.00	0	0.00	0	0.00
ADMINISTRATION	918		416	45.32	66	7.19	67	7.30
ADMINISTRATIVE HEARINGS	76		44	57.89	4	5.26	7	9.21
AGRICULTURE	499		158	31.66	18	3.61	41	8.22
ANIMAL HEALTH BOARD	36		14	38.89	0	0.00	2	5.56
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7		7	100.00	1	14.29	1	14.29
ARTS BOARD	16		12	75.00	1	6.25	0	0.00
ASIAN PACIFIC COUNCIL	4		3	75.00	4	100.00	0	0.00
ATTORNEY GENERAL	398		255	64.07	25	6.28	34	8.54
AUDITOR	121		63	52.07	8	6.61	8	6.61
BARBER BOARD	2		1	50.00	0	0.00	0	0.00
BOARD OF MARRIAGE & FAMILY	2		1	50.00	0	0.00	0	0.00
BOARD OF MEDICAL PRACTICE	28		20	71.43	2	7.14	1	3.57
BOARD OF SOCIAL WORK	10		9	90.00	0	0.00	1	10.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8		6	75.00	2	25.00	0	0.00
CHIROPRACTIC EXAM BOARD	4		3	75.00	0	0.00	0	0.00
COMMERCE	256		131	51.17	15	5.86	17	6.64
COMMUNITY COLLEGES METRO	979		659	67.31	94	9.60	40	4.09
COMMUNITY COLLEGES OTHER	618		402	65.05	31	5.02	31	5.02
CORRECTIONS METRO	1,427		498	34.90	126	8.83	161	11.28
CORRECTIONS OTHER	1,153		381	33.04	50	4.34	120	10.41
COUNCIL ON BLACK MINNESOTANS	4		3	75.00	4	100.00	1	25.00
COUNCIL ON DISABILITY	10		6	60.00	0	0.00	5	50.00
DENTISTRY BOARD	8		7	87.50	0	0.00	0	0.00
EDUCATION	366		251	68.58	32	8.74	18	4.92
EDUCATION FARIBAULT	287		201	70.03	4	1.39	47	16.38
ELECTRICITY BOARD	21		9	42.86	0	0.00	1	4.76
EMPLOYEE RELATIONS	189		127	67.20	18	9.52	16	8.47

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY  
TOTAL & PROTECTED GROUPS  
(ACADEMIC EXCLUDED)  
DATA FROM JANUARY 1993**

AGENCY		TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
			#	%	#	%	#	%
ETHICAL PRACTICES BOARD		7	5	71.43	0	0.00	0	0.00
FINANCE		125	64	51.20	5	4.00	18	14.40
GAMBLING CONTROL BOARD		43	27	62.79	0	0.00	3	6.98
GOVERNOR		107	70	65.42	3	2.80	2	1.87
HAZARDOUS SUBSTANCES COMPENSATION BOARD		1	1	100.00	0	0.00	0	0.00
HEALTH		988	664	67.21	57	5.77	67	6.78
HIGHER EDUCATION COORDINATING BOARD		67	47	70.15	3	4.48	2	2.99
HIGHER EDUCATION FACILITIES AUTHORITY		3	2	66.67	0	0.00	0	0.00
HOUSING FINANCE AGENCY		148	95	64.19	18	12.16	13	8.78
HUMAN RIGHTS		63	44	69.84	16	25.40	8	12.70
HUMAN SERVICES	METRO	1,640	1,082	65.98	81	4.94	110	6.71
HUMAN SERVICES	OTHER	5,239	3,455	65.95	117	2.23	459	8.76
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL		9	6	66.67	9	100.00	0	0.00
INVESTMENT BOARD		25	11	44.00	1	4.00	0	0.00
IRON RANGE RESOURCE AND REHABILITATION BOARD		141	43	30.50	0	0.00	2	1.42
JOBS & TRAINING	METRO	1,397	784	56.12	94	6.73	99	7.09
JOBS & TRAINING	OTHER	596	326	54.70	14	2.35	55	9.23
LABOR & INDUSTRY		372	223	59.95	37	9.95	48	12.90
MEDIATION SERVICES		22	10	45.45	1	4.55	0	0.00

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY  
TOTAL & PROTECTED GROUPS  
(ACADEMIC EXCLUDED)  
DATA FROM JANUARY 1993**

AGENCY		TOTAL EMPLOYEES		WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%	#	%
MILITARY AFFAIRS	METRO	78	21	26.92	5	6.41	3	3.85	
MILITARY AFFAIRS	OTHER	271	48	17.71	4	1.48	9	3.32	
MINNESOTA AMATEUR SPORTS COMMISSION		7	4	57.14	0	0.00	0	0.00	
MINNESOTA CENTER FOR ARTS EDUCATION		62	43	69.35	1	1.61	2	3.23	
MINNESOTA STATE RETIREMENT SYSTEM		37	18	48.65	3	8.11	3	8.11	
MUNICIPAL BOARD		4	3	75.00	1	25.00	0	0.00	
NATURAL RESOURCES	METRO	790	328	41.52	45	5.70	40	5.06	
NATURAL RESOURCES	OTHER	1,544	303	19.62	26	1.68	79	5.12	
NURSING BOARD		24	23	95.83	1	4.17	0	0.00	
NURSING HOME ADMINISTRATORS BOARD		2	1	50.00	0	0.00	0	0.00	
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	27	48.21	4	7.14	3	5.36	
OFFICE OF WASTE MANAGEMENT		62	30	48.39	3	4.84	2	3.23	
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	9	50.00	1	5.56	1	5.56	
OMBUDSMAN--CORRECTIONS		9	6	66.67	3	33.33	0	0.00	
OPTOMETRY BOARD		1	1	100.00	0	0.00	0	0.00	
PHARMACY BOARD		8	5	62.50	0	0.00	0	0.00	
POLLUTION CONTROL		764	346	45.29	49	6.41	80	10.47	
PSYCHOLOGY BOARD		5	5	100.00	1	20.00	0	0.00	
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		61	43	70.49	3	4.92	8	13.11	

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY  
TOTAL & PROTECTED GROUPS  
(ACADEMIC EXCLUDED)  
DATA FROM JANUARY 1993**

AGENCY		TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
			#	%	#	%	#	%
PUBLIC SAFETY	METRO	1,215	621	51.11	57	4.69	56	4.61
PUBLIC SAFETY	OTHER	612	123	20.10	17	2.78	12	1.96
PUBLIC SERVICE		134	63	47.01	9	6.72	14	10.45
PUBLIC UTILITIES COMMISSION		43	23	53.49	2	4.65	1	2.33
REVENUE		1,092	611	55.95	63	5.77	85	7.78
SECRETARY OF STATE		63	44	69.84	7	11.11	3	4.76
SENTENCING GUIDELINES COMMISSION		5	5	100.00	0	0.00	0	0.00
SOIL & WATER RESOURCES BOARD		51	16	31.37	0	0.00	4	7.84
SPANISH SPEAKING AFFAIRS COUNCIL		5	3	60.00	5	100.00	0	0.00
STATE LOTTERY		208	105	50.48	13	6.25	23	11.06
STATE UNIVERSITIES	METRO	124	102	82.26	14	11.29	11	8.87
STATE UNIVERSITIES	OTHER	1,869	1,165	62.33	42	2.25	71	3.80
TAX COURT		10	5	50.00	0	0.00	0	0.00
TEACHERS RETIREMENT ASSOCIATION		47	28	59.57	1	2.13	0	0.00
TECHNICAL COLLEGES BOARD OFFICE		118	69	58.47	6	5.08	10	8.47
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED		3	1	33.33	0	0.00	0	0.00
TRADE & ECONOMIC DEVELOPMENT		239	146	61.09	11	4.60	12	5.02
TRANSPORTATION REGULATION BOARD		10	6	60.00	2	20.00	0	0.00

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY  
TOTAL & PROTECTED GROUPS  
(ACADEMIC EXCLUDED)  
DATA FROM JANUARY 1993**

AGENCY		TOTAL EMPLOYEES		WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%	#	%
TRANSPORTATION	METRO	2,838	630	22.20	138	4.86	162	5.71	
TRANSPORTATION	OTHER	2,243	250	11.15	75	3.34	180	8.02	
TREASURER		13	5	38.46	1	7.69	3	23.08	
VETERANS AFFAIRS		1	0	0.00	0	0.00	1	100.00	
VETERANS BENEFITS AND SERVICES		30	12	40.00	2	6.67	4	13.33	
VETERANS HOME BOARD		7	6	85.71	2	28.57	1	14.29	
VETERANS HOME--HASTINGS		71	38	53.52	2	2.82	5	7.04	
VETERANS HOME--LIVERNE		1	0	0.00	0	0.00	1	100.00	
VETERANS HOME--MINNEAPOLIS		466	279	59.87	54	11.59	27	5.79	
VETERANS HOME--SILVER BAY		65	47	72.31	1	1.54	4	6.15	
VETERINARY MEDICINE		2	1	50.00	0	0.00	0	0.00	
VOCATIONAL TECHNICAL EDUCATION COUNCIL		4	2	50.00	0	0.00	0	0.00	
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE		1	1	100.00	0	0.00	0	0.00	
WORKERS' COMPENSATION COURT OF APPEALS		22	15	68.18	0	0.00	0	0.00	
WORLD TRADE CENTER CORPORATION		12	6	50.00	4	33.33	0	0.00	
ZOOLOGICAL GARDENS		266	127	47.74	13	4.89	22	8.27	
<b>T O T A L</b>		<b>34,236</b>	<b>16,532</b>	<b>48.29</b>	<b>1,652</b>	<b>4.83</b>	<b>2,448</b>	<b>7.15</b>	

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	66 7.19	2 3.64	14 5.53	6 5.77	44 8.70
ADMINISTRATIVE HEARINGS	76	4 5.26	0	2 4.88	0	2 7.41
AGRICULTURE	499	18 3.61	0	6 5.61	1 1.75	11 3.49
ANIMAL HEALTH BOARD	36	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67
ARTS BOARD	16	1 6.25	0	1 12.50	0	0
ASIAN PACIFIC COUNCIL	4	4 100.00	1 100.00	1 100.00	0	2 100.00
ATTORNEY GENERAL	398	25 6.28	2 3.92	18 7.35	0	5 5.15
AUDITOR	121	8 6.61	2 11.76	3 4.62	1 4.17	2 13.33
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	2 7.14	0	0	0	2 12.50
BOARD OF SOCIAL WORK	10	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	2 25.00	0	0	0	2 50.00

GROUP: **MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	256	15 5.86	0	7 4.93	3 13.04	5 6.85
COMMUNITY COLLEGES METRO	979	94 9.60	14 12.50	23 17.42	2 4.55	55 7.96
COMMUNITY COLLEGES OTHER	618	31 5.02	4 6.56	14 13.33	0	13 3.02
CORRECTIONS METRO	1,427	126 8.83	3 8.33	16 7.24	16 8.84	91 9.20
CORRECTIONS OTHER	1,153	50 4.34	0	8 3.23	6 4.32	36 4.84
COUNCIL ON BLACK MINNESOTANS	4	4 100.00	1 100.00	1 100.00	0	2 100.00
COUNCIL ON DISABILITY	10	0	0	0	0	0
DENTISTRY BOARD	8	0	0	0	0	0
EDUCATION	366	32 8.74	1 4.55	15 9.38	6 15.00	10 6.94
EDUCATION FARIBAULT	287	4 1.39	0	2 2.50	1 9.09	1 0.52
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	189	18 9.52	2 16.67	11 14.29	1 3.70	4 5.48
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	125	5 4.00	1 2.94	3 9.68	0	1 2.44
GAMBLING CONTROL BOARD	43	0	0	0	0	0

GROUP: **MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	3 2.80	0	0	0	3 4.17
HAZARDOUS SUBSTANCE COMPENSATION BOARD	1	0	0	0	0	0
HEALTH	988	57 5.77	0	31 5.85	6 4.44	20 7.25
HIGHER EDUCATION COORDINATING BOARD	67	3 4.48	0	1 5.26	0	2 6.67
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	148	18 12.16	2 18.18	9 13.85	1 7.14	6 10.34
HUMAN RIGHTS	63	16 25.40	2 50.00	8 21.62	1 14.29	5 33.33
HUMAN SERVICES	METRO 1,640	81 4.94	3 4.05	42 5.26	4 3.01	32 5.04
HUMAN SERVICES	OTHER 5,239	117 2.23	1 1.82	33 3.17	5 1.20	78 2.09
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	9 100.00	2 100.00	4 100.00	0	3 100.00
INVESTMENT BOARD	25	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	141	0	0	0	0	0
JOBS & TRAINING	METRO 1,397	94 6.73	3 5.56	49 6.84	3 2.59	39 7.63
JOBS & TRAINING	OTHER 596	14 2.35	0	11 3.18	1 2.08	2 0.99
LABOR & INDUSTRY	372	37 9.95	4 23.53	14 8.97	2 7.14	17 9.94
MEDIATION SERVICES	22	1 4.55	0	0	0	1 12.50

GROUP: **MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	5 6.41	0	0	1 14.29	4 6.25
MILITARY AFFAIRS	OTHER	271	4 1.48	0	0	0	4 1.75
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	1 1.61	0	1 3.13	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	3 8.11	0	1 7.69	0	2 12.50
MUNICIPAL BOARD		4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES	METRO	790	45 5.70	0	18 5.34	3 2.65	24 8.63
NATURAL RESOURCES	OTHER	1,544	26 1.68	1 3.85	14 2.22	2 0.90	9 1.35
NURSING BOARD		24	1 4.17	0	0	0	1 5.56
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC & LONG RANGE PLANNING		56	4 7.14	0	1 3.23	0	3 21.43
OFFICE OF WASTE MANAGEMENT		62	3 4.84	0	1 2.27	0	2 18.18
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	1 5.56	0	1 8.33	0	0
OMBUDSMAN-CORRECTIONS		9	3 33.33	1 50.00	2 50.00	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

GROUP: ~~MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)~~

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL		764	49 6.41	0	29 5.81	5 5.88	15 9.62
PSYCHOLOGY BOARD		5	1 20.00	0	0	1 100.00	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		61	3 4.92	0	0	1 10.00	2 7.41
PUBLIC SAFETY	METRO	1,215	57 4.69	3 9.38	12 3.46	6 3.92	36 5.27
PUBLIC SAFETY	OTHER	612	17 2.78	0	12 3.47	1 1.79	4 1.90
PUBLIC SERVICE		134	9 6.72	0	6 10.91	0	3 6.12
PUBLIC UTILITIES COMMISSION		43	2 4.65	0	1 4.17	1 16.67	0
REVENUE		1,092	63 5.77	2 5.88	24 4.49	2 2.27	35 8.03
SECRETARY OF STATE		63	7 11.11	1 33.33	1 10.00	0	5 12.20
SENTENCING GUIDELINES COMMISSION		5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD		51	0	0	0	0	0
SPANISH SPEAKING AFFAIRS COUNCIL		5	5 100.00	1 100.00	2 100.00	0	2 100.00
STATE LOTTERY		208	13 6.25	2 14.29	7 8.64	1 4.35	3 3.33
STATE UNIVERSITIES	METRO	124	14 11.29	2 15.38	1 20.00	0	11 11.22
STATE UNIVERSITIES	OTHER	1,869	42 2.25	0	5 2.63	2 2.06	35 2.24
TAX COURT		10	0	0	0	0	0

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	1 2.13	0	0	0	1 4.00
TECHNICAL COLLEGES BOARD OFFICE	118	6 5.08	0	1 2.08	2 15.38	3 6.82
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	11 4.60	0	9 9.09	0	2 2.11
TRANSPORTATION REGULATION BOARD	10	2 20.00	0	1 50.00	0	1 20.00
TRANSPORTATION METRO	2,838	138 4.86	4 3.74	38 7.50	8 1.81	88 4.94
TRANSPORTATION OTHER	2,243	75 3.34	0	3 2.04	4 1.57	68 3.76
TREASURER	13	1 7.69	0	1 50.00	0	0
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS & SERVICES	30	2 6.67	1 20.00	0	0	1 6.25
VETERANS HOME BOARD	7	2 28.57	1 100.00	1 25.00	0	0
VETERANS HOME-HASTINGS	71	2 2.82	0	0	0	2 4.00
VETERANS HOME-LUVERNE	1	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	466	54 11.59	0	6 8.33	2 6.25	46 12.81
VETERANS HOME-SILVER BAY	65	1 1.54	0	0	0	1 2.27
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: **MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-AMERICAN INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	4 33.33	0	0	0	4 33.33
ZOOLOGICAL GARDENS	266	13 4.89	0	0	1 4.76	12 5.66
<b>T O T A L</b>	<b>34,236</b>	<b>1,652 4.83</b>	<b>69 5.32</b>	<b>547 5.47</b>	<b>109 3.22</b>	<b>927 4.74</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **AFRICAN AMERICANS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	37 4.03	1 1.82	9 3.56	2 1.92	25 4.94
ADMINISTRATIVE HEARINGS	76	2 2.63	0	1 2.44	0	1 3.70
AGRICULTURE	499	4 0.80	0	1 0.93	0	3 0.95
ANIMAL HEALTH BOARD	36	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	4	1 25.00	0	0	0	1 50.00
ATTORNEY GENERAL	398	12 3.02	2 3.92	8 3.27	0	2 2.06
AUDITOR	121	1 0.83	0	1 1.54	0	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	1 3.57	0	0	0	1 6.25
BOARD OF SOCIAL WORK	10	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL BOARD	8	0	0	0	0	0

GROUP: AFRICAN AMERICANS

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD		4	0	0	0	0	0
COMMERCE		256	5 1.95	0	2 1.41	2 8.70	1 1.37
COMMUNITY COLLEGES	METRO	979	52 5.31	8 7.14	16 12.12	0	28 4.05
COMMUNITY COLLEGES	OTHER	618	1 0.16	1 1.64	0	0	0
CORRECTIONS	METRO	1,427	56 3.92	3 8.33	7 3.17	9 4.97	37 3.74
CORRECTIONS	OTHER	1,153	22 1.91	0	3 1.21	3 2.16	16 2.15
COUNCIL ON BLACK MINNESOTANS		4	4 100.00	1 100.00	1 100.00	0	2 100.00
COUNCIL ON DISABILITY		10	0	0	0	0	0
DENTISTRY BOARD		8	0	0	0	0	0
EDUCATION		366	13 3.55	0	6 3.75	1 2.50	6 4.17
EDUCATION FARIBAULT		287	1 0.35	0	0	1 9.09	0
ELECTRICITY BOARD		21	0	0	0	0	0
EMPLOYEE RELATIONS		189	11 5.82	1 8.33	6 7.79	1 3.70	3 4.11
ETHICAL PRACTICES BOARD		7	0	0	0	0	0
FINANCE		125	3 2.40	0	2 6.45	0	1 2.44
GAMBLING CONTROL BOARD		43	0	0	0	0	0

GROUP: AFRICAN AMERICANS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	0	0	0	0	0
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	0	0	0	0	0
HEALTH	988	26 2.63	0	12 2.26	4 2.96	10 3.62
HIGHER EDUCATION COORDINATING BOARD	67	2 2.99	0	1 5.26	0	1 3.33
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	148	10 6.76	1 9.09	4 6.15	1 7.14	4 6.90
HUMAN RIGHTS	63	8 12.70	1 25.00	4 10.81	1 14.29	2 13.33
HUMAN SERVICES	METRO 1,640	28 1.71	1 1.35	15 1.88	2 1.50	10 1.57
HUMAN SERVICES	OTHER 5,239	12 0.23	0	5 0.48	2 0.48	5 0.13
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	0	0	0	0	0
INVESTMENT BOARD	25	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	141	0	0	0	0	0
JOBS & TRAINING	METRO 1,397	42 3.01	2 3.70	22 3.07	1 0.86	17 3.33
JOBS & TRAINING	OTHER 596	1 0.17	0	1 0.29	0	0
LABOR & INDUSTRY	372	23 6.18	4 23.53	5 3.21	2 7.14	12 7.02
MEDIATION SERVICES	22	1 4.55	0	0	0	1 12.50

GROUP: AFRICAN AMERICANS

DEPARTMENT		[-----NUMBER & PERCENT-----]					
		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	1 1.28	0	0	0	1 1.56
MILITARY AFFAIRS	OTHER	271	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	0	0	0	0	0
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	790	11 1.39	0	6 1.78	1 0.88	4 1.44
NATURAL RESOURCES	OTHER	1,544	1 0.06	1 3.85	0	0	0
NURSING BOARD		24	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	3 5.36	0	1 3.23	0	2 14.29
OFFICE OF WASTE MANAGEMENT		62	2 3.23	0	1 2.27	0	1 9.09
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION		18	1 5.56	0	1 8.33	0	0
OMBUDSMAN-CORRECTIONS		9	2 22.22	1 50.00	1 25.00	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

GROUP: AFRICAN AMERICANS

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL	764	11 1.44	0	7 1.40	0	4 2.56
PSYCHOLOGY BOARD	5	1 20.00	0	0	1 100.00	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	61	1 1.64	0	0	1 10.00	0
PUBLIC SAFETY METRO	1,215	30 2.47	3 9.38	7 2.02	4 2.61	16 2.34
PUBLIC SAFETY OTHER	612	3 0.49	0	2 0.58	0	1 0.48
PUBLIC SERVICE	134	2 1.49	0	0	0	2 4.08
PUBLIC UTILITIES COMMISSION	43	2 4.65	0	1 4.17	1 16.67	0
REVENUE	1,092	28 2.56	0	12 2.25	1 1.14	15 3.44
SECRETARY OF STATE	63	4 6.35	1 33.33	0	0	3 7.32
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	51	0	0	0	0	0
SPANISH SPEAKING AFFAIRS COUNCIL	5	0	0	0	0	0
STATE LOTTERY	208	7 3.37	1 7.14	3 3.70	1 4.35	2 2.22
STATE UNIVERSITIES METRO	124	5 4.03	0	1 20.00	0	4 4.08
STATE UNIVERSITIES OTHER	1,869	5 0.27	0	2 1.05	0	3 0.19
TAX COURT	10	0	0	0	0	0

GROUP: AFRICAN AMERICANS

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TECHNICAL COLLEGES BOARD OFFICE	118	3 2.54	0	0	2 15.38	1 2.27
TELECOMMUNICATION ACCESS-- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	3 1.26	0	3 3.03	0	0
TRANSPORTATION REGULATION BOARD	10	0	0	0	0	0
TRANSPORTATION	METRO 2,838	50 1.76	2 1.87	13 2.56	1 0.23	34 1.91
TRANSPORTATION	OTHER 2,243	4 0.18	0	1 0.68	0	3 0.17
TREASURER	13	0	0	0	0	0
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS AND SERVICES	30	1 3.33	0	0	0	1 6.25
VETERANS HOME BOARD	7	0	0	0	0	0
VETERANS HOME--HASTINGS	71	1 1.41	0	0	0	1 2.00
VETERANS HOME--LIVERNE	1	0	0	0	0	0
VETERANS HOME--MINNEAPOLIS	466	35 7.51	0	3 4.17	0	32 8.91
VETERANS HOME--SILVER BAY	65	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: AFRICAN AMERICANS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COUNCIL	1	0	0	0	0	0
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	2 16.67	0	0	0	2 16.67
ZOOLOGICAL GARDENS	266	5 1.88	0	0	1 4.76	4 1.89
<b>T O T A L</b>	<b>34,236</b>	<b>604 1.76</b>	<b>35 2.70</b>	<b>198 1.98</b>	<b>46 1.36</b>	<b>325 1.66</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **AMERICAN INDIANS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	10 1.09	0	1 0.40	1 0.96	8 1.58
ADMINISTRATIVE HEARINGS	76	0	0	0	0	0
AGRICULTURE	499	2 0.40	0	0	0	2 0.63
ANIMAL HEALTH BOARD	36	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	4	0	0	0	0	0
ATTORNEY GENERAL	398	3 0.75	0	3 1.22	0	0
AUDITOR	121	1 0.83	0	0	1 4.17	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	0	0	0	0	0
BOARD OF SOCIAL WORK	10	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	0	0	0	0	0

GROUP: AMERICAN INDIANS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL						
	EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER	
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0	
COMMERCE	256	3 1.17	0	1 0.70	1 4.35	1 1.37	
COMMUNITY COLLEGES	METRO 979	10 1.02	2 1.79	2 1.52	1 2.27	5 0.72	
COMMUNITY COLLEGES	OTHER 618	25 4.05	3 4.92	13 12.38	0	9 2.09	
CORRECTIONS	METRO 1,427	33 2.31	0	1 0.45	6 3.31	26 2.63	
CORRECTIONS	OTHER 1,153	19 1.65	0	3 1.21	3 2.16	13 1.75	
COUNCIL ON BLACK MINNESOTANS	4	0	0	0	0	0	
COUNCIL ON DISABILITY	10	0	0	0	0	0	
DENTISTRY BOARD	8	0	0	0	0	0	
EDUCATION	366	9 2.46	0	2 1.25	4 10.00	3 2.08	
EDUCATION FARIBAULT	287	1 0.35	0	1 1.25	0	0	
ELECTRICITY BOARD	21	0	0	0	0	0	
EMPLOYEE RELATIONS	189	0	0	0	0	0	
ETHICAL PRACTICES BOARD	7	0	0	0	0	0	
FINANCE	125	1 0.80	0	1 3.23	0	0	
GAMBLING CONTROL BOARD	43	0	0	0	0	0	

## GROUP: AMERICAN INDIANS

[-----NUMBER &amp; PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY MANAGERS	PROF	SUPV	OTHER	
GOVERNOR	107	0	0	0	0	
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	0	0	0	0	
HEALTH	988	4 0.40	0	1 0.19	0	3 1.09
HIGHER EDUCATION COORDINATING BOARD	67	1 1.49	0	0	0	1 3.33
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	
HOUSING FINANCE AGENCY	148	4 2.70	1 9.09	1 1.54	0	2 3.45
HUMAN RIGHTS	63	4 6.35	1 25.00	1 2.70	0	2 13.33
HUMAN SERVICES	METRO 1,640	15 0.91	0	5 0.63	2 1.50	8 1.26
HUMAN SERVICES	OTHER 5,239	58 1.11	1 1.82	10 0.96	2 0.48	45 1.21
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	9 100.00	2 100.00	4 100.00	0	3 100.00
INVESTMENT BOARD	25	0	0	0	0	
IRON RANGE RESOURCE & REHABILITATION BOARD	141	0	0	0	0	
JOBS & TRAINING	METRO 1,397	12 0.86	0	4 0.56	2 1.72	6 1.17
JOBS & TRAINING	OTHER 596	8 1.34	0	7 2.02	1 2.08	0
LABOR & INDUSTRY	372	5 1.34	0	4 2.56	0	1 0.58
MEDIATION SERVICES	22	0	0	0	0	

GROUP: AMERICAN INDIANS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL	NUMBER & PERCENT					
		EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	2	0	0	0	2
			2.56				3.13
MILITARY AFFAIRS	OTHER	271	3	0	0	0	3
			1.11				1.32
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	0	0	0	0	0
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	790	7	0	0	2	5
			0.89			1.77	1.80
NATURAL RESOURCES	OTHER	1,544	23	0	14	1	8
			1.49		2.22	0.45	1.20
NURSING BOARD		24	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT		62	1	0	0	0	1
			1.61				9.09
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS		9	1	0	1	0	0
			11.11		25.00		
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

## GROUP: AMERICAN INDIANS

[-----NUMBER &amp; PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY MANAGERS	PROF	SUPV	OTHER	
POLLUTION CONTROL		764	8 1.05	0	5 1.00	2 2.35	1 0.64
PSYCHOLOGY BOARD		5	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		61	0	0	0	0	0
PUBLIC SAFETY	METRO	1,215	4 0.33	0	0	0	4 0.59
PUBLIC SAFETY	OTHER	612	10 1.63	0	7 2.02	1 1.79	2 0.95
PUBLIC SERVICE		134	0	0	0	0	0
PUBLIC UTILITIES COMMISSION		43	0	0	0	0	0
REVENUE		1,092	5 0.46	0	1 0.19	0	4 0.92
SECRETARY OF STATE		63	1 1.59	0	0	0	1 2.44
SENTENCING GUIDELINES COMMISSION		5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD		51	0	0	0	0	0
SPANISH SPEAKING AFFAIRS COUNCIL		5	0	0	0	0	0
STATE LOTTERY		208	0	0	0	0	0
STATE UNIVERSITIES	METRO	124	4 3.23	0	0	0	4 4.08
STATE UNIVERSITIES	OTHER	1,869	16 0.86	0	0	2 2.06	14 0.90
TAX COURT		10	0	0	0	0	0

GROUP: AMERICAN INDIANS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TECHNICAL COLLEGES BOARD OFFICE	118	1 0.85	0	0	0	1 2.27
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	0	0	0	0	0
TRANSPORTATION REGULATION BOARD	10	0	0	0	0	0
TRANSPORTATION	METRO 2,838	25 0.88	1 0.93	1 0.20	2 0.45	21 1.18
TRANSPORTATION	OTHER 2,243	50 2.23	0	1 0.68	4 1.57	45 2.49
TREASURER	13	0	0	0	0	0
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS AND SERVICES	30	1 3.33	1 20.00	0	0	0
VETERANS HOME BOARD	7	1 14.29	1 100.00	0	0	0
VETERANS HOME-HASTINGS	71	0	0	0	0	0
VETERANS HOME-LUVERNE	1	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	466	9 1.93	0	1 1.39	1 3.13	7 1.95
VETERANS HOME-SILVER BAY	65	1 1.54	0	0	0	1 2.27
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: **AMERICAN INDIANS**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY MANAGERS	PROF	SUPV	OTHER	
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	
ZOOLOGICAL GARDENS	266	2 0.75	0	0	2 0.94	
<b>T O T A L</b>	<b>34,236</b>	<b>412 1.20</b>	<b>13 1.00</b>	<b>96 0.96</b>	<b>39 1.15</b>	<b>264 1.35</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **ASIAN-AMERICANS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	8 0.87	0	3 1.19	0	5 0.99
ADMINISTRATIVE HEARINGS	76	1 1.32	0	1 2.44	0	0
AGRICULTURE	499	9 1.80	0	5 4.67	1 1.75	3 0.95
ANIMAL HEALTH BOARD	36	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	4	3 75.00	1 100.00	1 100.00	0	1 50.00
ATTORNEY GENERAL	398	4 1.01	0	3 1.22	0	1 1.03
AUDITOR	121	4 3.31	0	2 3.08	0	2 13.33
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	1 3.57	0	0	0	1 6.25
BOARD OF SOCIAL WORK	10	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	0	0	0	0	0

GROUP: **ASIAN-AMERICANS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	256	3 1.17	0	3 2.11	0	0
COMMUNITY COLLEGES	METRO 979	20 2.04	3 2.68	4 3.03	0	13 1.88
COMMUNITY COLLEGES	OTHER 618	3 0.49	0	1 0.95	0	2 0.47
CORRECTIONS	METRO 1,427	10 0.70	0	3 1.36	0	7 0.71
CORRECTIONS	OTHER 1,153	4 0.35	0	0	0	4 0.54
COUNCIL ON BLACK MINNESOTANS	4	0	0	0	0	0
COUNCIL ON DISABILITY	10	0	0	0	0	0
DENTISTRY BOARD	8	0	0	0	0	0
EDUCATION	366	3 0.82	0	3 1.88	0	0
EDUCATION FARIBAULT	287	2 0.70	0	1 1.25	0	1 0.52
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	189	2 1.06	0	2 2.60	0	0
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	125	1 0.80	1 2.94	0	0	0
GAMBLING CONTROL BOARD	43	0	0	0	0	0

GROUP: **ASIAN-AMERICANS**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	2 1.87	0	0	0	2 2.78
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	0	0	0	0	0
HEALTH	988	19 1.92	0	14 2.64	1 0.74	4 1.45
HIGHER EDUCATION COORDINATING BOARD	67	0	0	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	148	3 2.03	0	3 4.62	0	0
HUMAN RIGHTS	63	1 1.59	0	1 2.70	0	0
HUMAN SERVICES	METRO 1,640	21 1.28	2 2.70	15 1.88	0	4 0.63
HUMAN SERVICES	OTHER 5,239	25 0.48	0	13 1.25	1 0.24	11 0.30
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	141	0	0	0	0	0
JOBS & TRAINING	METRO 1,397	18 1.29	1 1.85	12 1.68	0	5 0.98
JOBS & TRAINING	OTHER 596	0	0	0	0	0
LABOR & INDUSTRY	372	2 0.54	0	2 1.28	0	0
MEDIATION SERVICES	22	0	0	0	0	0

GROUP: ~~ASIAN-AMERICANS~~

		[-----NUMBER & PERCENT-----]					
DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	0	0	0	0	0
MILITARY AFFAIRS	OTHER	271	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	2 5.41	0	1 7.69	0	1 6.25
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	790	11 1.39	0	10 2.97	0	1 0.36
NATURAL RESOURCES	OTHER	1,544	1 0.06	0	0	0	1 0.15
NURSING BOARD		24	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT		62	0	0	0	0	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS		9	0	0	0	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

GROUP: **ASIAN-AMERICANS**

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL		764	18 2.36	0	11 2.20	1 1.18	6 3.85
PSYCHOLOGY BOARD		5	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		61	1 1.64	0	0	0	1 3.70
PUBLIC SAFETY	METRO	1,215	13 1.07	0	5 1.44	1 0.65	7 1.02
PUBLIC SAFETY	OTHER	612	0	0	0	0	0
PUBLIC SERVICE		134	5 3.73	0	4 7.27	0	1 2.04
PUBLIC UTILITIES COMMISSION		43	0	0	0	0	0
REVENUE		1,092	17 1.56	1 2.94	11 2.06	0	5 1.15
SECRETARY OF STATE		63	1 1.59	0	0	0	1 2.44
SENTENCING GUIDELINES COMMISSION		5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD		51	0	0	0	0	0
SPANISH SPEAKING AFFAIRS COUNCIL		5	0	0	0	0	0
STATE LOTTERY		208	1 0.48	1 7.14	0	0	0
STATE UNIVERSITIES	METRO	124	2 1.61	1 7.69	0	0	1 1.02
STATE UNIVERSITIES	OTHER	1,869	11 0.59	0	3 1.58	0	8 0.51
TAX COURT		10	0	0	0	0	0

GROUP: **ASIAN-AMERICANS**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TECHNICAL COLLEGES BOARD OFFICE	118	1 0.85	0	1 2.08	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	7 2.93	0	6 6.06	0	1 1.05
TRANSPORTATION REGULATION BOARD	10	0	0	0	0	0
TRANSPORTATION	METRO 2,838	33 1.16	0	18 3.55	4 0.90	11 0.62
TRANSPORTATION	OTHER 2,243	5 0.22	0	1 0.68	0	4 0.22
TREASURER	13	0	0	0	0	0
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS AND SERVICES	30	0	0	0	0	0
VETERANS HOME BOARD	7	0	0	0	0	0
VETERANS HOME-HASTINGS	71	0	0	0	0	0
VETERANS HOME-LUVERNE	1	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	466	4 0.86	0	1 1.39	1 3.13	2 0.56
VETERANS HOME-SILVER BAY	65	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: **ASIAN-AMERICANS**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	0
ZOOLOGICAL GARDENS	266	3 1.13	0	0	0	3 1.42
<b>T O T A L</b>	<b>34,236</b>	<b>305 0.89</b>	<b>11 0.85</b>	<b>164 1.64</b>	<b>10 0.30</b>	<b>120 0.61</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **HISPANICS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	11 1.20	1 1.82	1 0.40	3 2.88	6 1.19
ADMINISTRATIVE HEARINGS	76	1 1.32	0	0	0	1 3.70
AGRICULTURE	499	3 0.60	0	0	0	3 0.95
ANIMAL HEALTH BOARD	36	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67
ARTS BOARD	16	1 6.25	0	1 12.50	0	0
ASIAN PACIFIC COUNCIL	4	0	0	0	0	0
ATTORNEY GENERAL	398	3 0.75	0	2 0.82	0	1 1.03
AUDITOR	121	1 0.83	1 5.88	0	0	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	0	0	0	0	0
BOARD OF SOCIAL WORK	10	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	0	0	0	0	0

GROUP: **HISPANICS**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	256	4 1.56	0	1 0.70	0	3 4.11
COMMUNITY COLLEGES METRO	979	12 1.23	1 0.89	1 0.76	1 2.27	9 1.30
COMMUNITY COLLEGES OTHER	618	2 0.32	0	0	0	2 0.47
CORRECTIONS METRO	1,427	23 1.61	0	3 1.36	1 0.55	19 1.92
CORRECTIONS OTHER	1,153	5 0.43	0	2 0.81	0	3 0.40
COUNCIL ON BLACK MINNESOTANS	4	0	0	0	0	0
COUNCIL ON DISABILITY	10	0	0	0	0	0
DENTISTRY BOARD	8	0	0	0	0	0
EDUCATION	366	7 1.91	1 4.55	4 2.50	1 2.50	1 0.69
EDUCATION FARIBAULT	287	0	0	0	0	0
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	189	4 2.12	1 8.33	3 3.90	0	0
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	125	0	0	0	0	0
GAMBLING CONTROL BOARD	43	0	0	0	0	0

GROUP: **HISPANICS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	1 0.93	0	0	0	1 1.39
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	0	0	0	0	0
HEALTH	988	8 0.81	0	4 0.75	1 0.74	3 1.09
HIGHER EDUCATION COORDINATING BOARD	67	0	0	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	148	1 0.68	0	1 1.54	0	0
HUMAN RIGHTS	63	3 4.76	0	2 5.41	0	1 6.67
HUMAN SERVICES	METRO 1,640	17 1.04	0	7 0.88	0	10 1.57
HUMAN SERVICES	OTHER 5,239	21 0.40	0	5 0.48	0	16 0.43
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	141	0	0	0	0	0
JOBS & TRAINING	METRO 1,397	22 1.57	0	11 1.54	0	11 2.15
JOBS & TRAINING	OTHER 596	5 0.84	0	3 0.87	0	2 0.99
LABOR & INDUSTRY	372	5 1.34	0	1 0.64	0	4 2.34
MEDIATION SERVICES	22	0	0	0	0	0

GROUP: HISPANICS

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL					
		EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	2 2.56	0	0	1 14.29	1 1.56
MILITARY AFFAIRS	OTHER	271	1 0.37	0	0	0	1 0.44
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	1 1.61	0	1 3.13	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	1 2.70	0	0	0	1 6.25
MUNICIPAL BOARD		4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES	METRO	790	16 2.03	0	2 0.59	0	14 5.04
NATURAL RESOURCES	OTHER	1,544	1 0.06	0	0	1 0.45	0
NURSING BOARD		24	1 4.17	0	0	0	1 5.56
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	1 1.79	0	0	0	1 7.14
OFFICE OF WASTE MANAGEMENT		62	0	0	0	0	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS		9	0	0	0	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

GROUP: HISPANICS

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL	764	12 1.57	0	6 1.20	2 2.35	4 2.56
PSYCHOLOGY BOARD	5	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	61	1 1.64	0	0	0	1 3.70
PUBLIC SAFETY METRO	1,215	10 0.82	0	0	1 0.65	9 1.32
PUBLIC SAFETY OTHER	612	4 0.65	0	3 0.87	0	1 0.48
PUBLIC SERVICE	134	1 0.75	0	1 1.82	0	0
PUBLIC UTILITIES COMMISSION	43	0	0	0	0	0
REVENUE	1,092	13 1.19	1 2.94	0	1 1.14	11 2.52
SECRETARY OF STATE	63	1 1.59	0	1 10.00	0	0
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	51	0	0	0	0	0
SPANISH SPEAKING AFFAIRS COUNCIL	5	5 100.00	1 100.00	2 100.00	0	2 100.00
STATE LOTTERY	208	5 2.40	0	4 4.94	0	1 1.11
STATE UNIVERSITIES METRO	124	3 2.42	1 7.69	0	0	2 2.04
STATE UNIVERSITIES OTHER	1,869	10 0.54	0	0	0	10 0.64
TAX COURT	10	0	0	0	0	0

GROUP: HISPANICS

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	1 2.13	0	0	0	1 4.00
TECHNICAL COLLEGES BOARD OFFICE	118	1 0.85	0	0	0	1 2.27
TELECOMMUNICATION ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	1 0.42	0	0	0	1 1.05
TRANSPORTATION REGULATION BOARD	10	0	0	0	0	0
TRANSPORTATION METRO	2,838	27 0.95	1 0.93	4 0.79	1 0.23	21 1.18
TRANSPORTATION OTHER	2,243	16 0.71	0	0	0	16 0.88
TREASURER	13	0	0	0	0	0
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS AND SERVICES	30	0	0	0	0	0
VETERANS HOME BOARD	7	0	0	0	0	0
VETERANS HOME-HASTINGS	71	1 1.41	0	0	0	1 2.00
VETERANS HOME-LUVERNE	1	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	466	6 1.29	0	1 1.39	0	5 1.39
VETERANS HOME-SILVER BAY	65	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: **HISPANICS**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	1 8.33	0	0	0	1 8.33
ZOOLOGICAL GARDENS	266	2 0.75	0	0	0	2 0.94
<b>T O T A L</b>	<b>34,236</b>	<b>307</b> <b>0.90</b>	<b>9</b> <b>0.69</b>	<b>77</b> <b>0.77</b>	<b>14</b> <b>0.41</b>	<b>207</b> <b>1.06</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **PERSONS WITH DISABILITIES**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL					
	EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	0	0	0	0	0
ADMINISTRATION	918	67 7.30	3 5.45	16 6.32	4 3.85	44 8.70
ADMINISTRATIVE HEARINGS	76	7 9.21	1 33.33	3 7.32	0	3 11.11
AGRICULTURE	499	41 8.22	4 20.00	8 7.48	8 14.04	21 6.67
ANIMAL HEALTH BOARD	36	2 5.56	0	2 22.22	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	1 100.00	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	4	0	0	0	0	0
ATTORNEY GENERAL	398	34 8.54	3 5.88	20 8.16	1 20.00	10 10.31
AUDITOR	121	8 6.61	0	5 7.69	3 12.50	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	28	1 3.57	0	0	0	1 6.25
BOARD OF SOCIAL WORK	10	1 10.00	1 100.00	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD		4	0	0	0	0	0
COMMERCE		256	17 6.64	0	14 9.86	0	3 4.11
COMMUNITY COLLEGES	METRO	979	40 4.09	6 5.36	7 5.30	1 2.27	26 3.76
COMMUNITY COLLEGES	OTHER	618	31 5.02	1 1.64	5 4.76	1 4.55	24 5.58
CORRECTIONS	METRO	1,427	161 11.28	10 27.78	25 11.31	24 13.26	102 10.31
CORRECTIONS	OTHER	1,153	120 10.41	3 13.64	23 9.27	23 16.55	71 9.54
COUNCIL ON BLACK MINNESOTANS		4	1 25.00	0	1 100.00	0	0
COUNCIL ON DISABILITY		10	5 50.00	1 100.00	4 80.00	0	0
DENTISTRY BOARD		8	0	0	0	0	0
EDUCATION		366	18 4.92	0	10 6.25	1 2.50	7 4.86
EDUCATION FARIBAUT		287	47 16.38	0	15 18.75	1 9.09	31 15.98
ELECTRICITY BOARD		21	1 4.76	0	0	0	1 5.56
EMPLOYEE RELATIONS		189	16 8.47	1 8.33	7 9.09	3 11.11	5 6.85
ETHICAL PRACTICES BOARD		7	0	0	0	0	0
FINANCE		125	18 14.40	3 8.82	3 9.68	2 10.53	10 24.39
GAMBLING CONTROL BOARD		43	3 6.98	1 16.67	0	0	2 12.50

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	2 1.87	0	0	0	2 2.78
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	0	0	0	0	0
HEALTH	988	67 6.78	2 4.26	31 5.85	11 8.15	23 8.33
HIGHER EDUCATION COORDINATING BOARD	67	2 2.99	0	0	0	2 6.67
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	148	13 8.78	0	6 9.23	1 7.14	6 10.34
HUMAN RIGHTS	63	8 12.70	0	6 16.22	0	2 13.33
HUMAN SERVICES	METRO 1,640	110 6.71	5 6.76	49 6.14	9 6.77	47 7.40
HUMAN SERVICES	OTHER 5,239	459 8.76	6 10.91	79 7.58	39 9.35	335 8.99
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	141	2 1.42	0	0	1 10.00	1 0.95
JOBS & TRAINING	METRO 1,397	99 7.09	5 9.26	60 8.38	3 2.59	31 6.07
JOBS & TRAINING	OTHER 596	55 9.23	0	39 11.27	9 18.75	7 3.47
LABOR & INDUSTRY	372	48 12.90	3 17.65	15 9.62	5 17.86	25 14.62
MEDIATION SVCS	22	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	3 3.85	0	0	0	3 4.69
MILITARY AFFAIRS	OTHER	271	9 3.32	0	0	0	9 3.95
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		62	2 3.23	0	1 3.13	0	1 4.76
MINNESOTA STATE RETIREMENT SYSTEM		37	3 8.11	0	1 7.69	0	2 12.50
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	790	40 5.06	2 3.23	16 4.75	5 4.42	17 6.12
NATURAL RESOURCES	OTHER	1,544	79 5.12	0	24 3.81	9 4.05	46 6.91
NURSING BOARD		24	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC & LONG RANGE PLANNING		56	3 5.36	1 14.29	1 3.23	0	1 7.14
OFFICE OF WASTE MANAGEMENT		62	2 3.23	1 50.00	0	1 20.00	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	1 5.56	0	1 8.33	0	0
OMBUDSMAN-CORRECTIONS		9	0	0	0	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PHARMACY BOARD		8	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL		764	80 10.47	1 4.17	47 9.42	14 16.47	18 11.54
PSYCHOLOGY BOARD		5	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		61	8 13.11	0	5 22.73	0	3 11.11
PUBLIC SAFETY	METRO	1,215	56 4.61	0	5 1.44	5 3.27	46 6.73
PUBLIC SAFETY	OTHER	612	12 1.96	0	1 0.29	0	11 5.24
PUBLIC SERVICE		134	14 10.45	1 7.14	6 10.91	3 18.75	4 8.16
PUBLIC UTILITIES COMMISSION		43	1 2.33	0	0	0	1 14.29
REVENUE		1,092	85 7.78	3 8.82	48 8.99	9 10.23	25 5.73
SECRETARY OF STATE		63	3 4.76	0	0	0	3 7.32
SENTENCING GUIDELINES COMMISSION		5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD		51	4 7.84	0	2 6.25	1 16.67	1 9.09
SPANISH SPEAKING AFFAIRS COUNCIL		5	0	0	0	0	0
STATE LOTTERY		208	23 11.06	3 21.43	5 6.17	1 4.35	14 15.56
STATE UNIVERSITIES	METRO	124	11 8.87	1 7.69	0	1 12.50	9 9.18
STATE UNIVERSITIES	OTHER	1,869	71 3.80	2 10.00	3 1.58	8 8.25	58 3.71
TAX COURT		10	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TECHNICAL COLLEGES BOARD OFFICE	118	10 8.47	0	4 8.33	1 7.69	5 11.36
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	239	12 5.02	1 3.57	6 6.06	1 5.88	4 4.21
TRANSPORTATION REGULATION BOARD	10	0	0	0	0	0
TRANSPORTATION METRO	2,838	162 5.71	6 5.61	19 3.75	34 7.67	103 5.78
TRANSPORTATION OTHER	2,243	180 8.02	3 9.09	2 1.36	26 10.24	149 8.24
TREASURER	13	3 23.08	1 33.33	0	1 50.00	1 16.67
VETERANS AFFAIRS	1	1 100.00	0	1 100.00	0	0
VETERANS BENEFITS AND SERVICES	30	4 13.33	2 40.00	1 14.29	0	1 6.25
VETERANS HOME BOARD	7	1 14.29	1 100.00	0	0	0
VETERANS HOME-HASTINGS	71	5 7.04	0	1 8.33	0	4 8.00
VETERANS HOME-LUVERNE	1	1 100.00	1 100.00	0	0	0
VETERANS HOME-MINNEAPOLIS	466	27 5.79	1 33.33	4 5.56	1 3.13	21 5.85
VETERANS HOME-SILVER BAY	65	4 6.15	0	2 14.29	0	2 4.55
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL					
	EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS' COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	0
ZOOLOGICAL GARDENS	266	22 8.27	0	0	2 9.52	20 9.43
<b>T O T A L</b>	<b>34,236</b>	<b>2,448 7.15</b>	<b>91 7.02</b>	<b>659 6.59</b>	<b>273 8.07</b>	<b>1,425 7.29</b>

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS  
DATA FROM JANUARY 1993**

GROUP: **WOMEN**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	5	4 80.00	0	0	0	4 100.00
ADMINISTRATION	918	416 45.32	20 36.36	116 45.85	36 34.62	244 48.22
ADMINISTRATIVE HEARINGS	76	44 57.89	1 33.33	16 39.02	2 40.00	25 92.59
AGRICULTURE	499	158 31.66	3 15.00	29 27.10	10 17.54	116 36.83
ANIMAL HEALTH BOARD	36	14 38.89	0	0	0	14 70.00
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	7 100.00	1 100.00	0	0	6 100.00
ARTS BOARD	16	12 75.00	0	6 75.00	1 100.00	5 100.00
ASIAN PACIFIC COUNCIL	4	3 75.00	0	1 100.00	0	2 100.00
ATTORNEY GENERAL	398	255 64.07	21 41.18	133 54.29	5 100.00	96 98.97
AUDITOR	121	63 52.07	7 41.18	33 50.77	8 33.33	15 100.00
BARBER BOARD	2	1 50.00	0	0	0	1 50.00
BOARD OF MARRIAGE & FAMILY	2	1 50.00	0	0	0	1 100.00
BOARD OF MEDICAL PRACTICE	28	20 71.43	0	6 66.67	1 100.00	13 81.25
BOARD OF SOCIAL WORK	10	9 90.00	0	3 100.00	0	6 100.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	8	6 75.00	0	2 66.67	0	4 100.00

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
CHIROPRACTIC EXAM BOARD	4	3 75.00	0	1 100.00	0	2 100.00
COMMERCE	256	131 51.17	5 27.78	52 36.62	9 39.13	65 89.04
COMMUNITY COLLEGES	METRO 979	659 67.31	51 45.54	95 71.97	25 56.82	488 70.62
COMMUNITY COLLEGES	OTHER 618	402 65.05	25 40.98	76 72.38	4 18.18	297 69.07
CORRECTIONS	METRO 1,427	498 34.90	8 22.22	120 54.30	53 29.28	317 32.05
CORRECTIONS	OTHER 1,153	381 33.04	1 4.55	94 37.90	25 17.99	261 35.08
COUNCIL ON BLACK MINNESOTANS	4	3 75.00	0	1 100.00	0	2 100.00
COUNCIL ON DISABILITY	10	6 60.00	0	2 40.00	0	4 100.00
DENTISTRY BOARD	8	7 87.50	0	2 100.00	1 100.00	4 100.00
EDUCATION	366	251 68.58	9 40.91	86 53.75	20 50.00	136 94.44
EDUCATION FARIBAULT	287	201 70.03	0	56 70.00	4 36.36	141 72.68
ELECTRICITY BOARD	21	9 42.86	0	0	1 100.00	8 44.44
EMPLOYEE RELATIONS	189	127 67.20	6 50.00	45 58.44	14 51.85	62 84.93
ETHICAL PRACTICES BOARD	7	5 71.43	2 100.00	0	1 100.00	2 50.00
FINANCE	125	64 51.20	10 29.41	13 41.94	7 36.84	34 82.93
GAMBLING CONTROL BOARD	43	27 62.79	3 50.00	7 38.89	2 66.67	15 93.75

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	107	70 65.42	6 50.00	15 65.22	0	49 68.06
HAZARDOUS SUBSTANCES COMPENSATION BOARD	1	1 100.00	0	1 100.00	0	0
HEALTH	988	664 67.21	24 51.06	326 61.51	73 54.07	241 87.32
HIGHER EDUCATION COORDINATING BOARD	67	47 70.15	4 28.57	11 57.89	2 50.00	30 100.00
HIGHER EDUCATION FACILITIES AUTHORITY	3	2 66.67	0	0	0	2 100.00
HOUSING FINANCE AGENCY	148	95 64.19	4 36.36	36 55.38	8 57.14	47 81.03
HUMAN RIGHTS	63	44 69.84	2 50.00	24 64.86	4 57.14	14 93.33
HUMAN SERVICES	METRO 1,640	1,082 65.98	33 44.59	491 61.53	79 59.40	479 75.43
HUMAN SERVICES	OTHER 5,239	3,455 65.95	14 25.45	664 63.72	200 47.96	2,577 69.18
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	9	6 66.67	1 50.00	2 50.00	0	3 100.00
INVESTMENT BOARD	25	11 44.00	1 11.11	5 50.00	2 66.67	3 100.00
IRON RANGE RESOURCE & REHABILITATION BOARD	141	43 30.50	0	6 25.00	2 20.00	35 33.33
JOBS & TRAINING	METRO 1,397	784 56.12	16 29.63	294 41.06	41 35.34	433 84.74
JOBS & TRAINING	OTHER 596	326 54.70	0	118 34.10	10 20.83	198 98.02
LABOR & INDUSTRY	372	223 59.95	5 29.41	62 39.74	12 42.86	144 84.21
MEDIATION SERVICES	22	10 45.45	1 25.00	2 20.00	0	7 87.50

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS	METRO	78	21 26.92	1 50.00	1 20.00	0	19 29.69
MILITARY AFFAIRS	OTHER	271	48 17.71	0	0	2 7.69	46 20.18
MINNESOTA AMATEUR SPORTS COMMISSION		7	4 57.14	0	1 33.33	0	3 100.00
MINNESOTA CENTER FOR ARTS EDUCATION		62	43 69.35	4 66.67	20 62.50	2 66.67	17 80.95
MINNESOTA STATE RETIREMENT SYSTEM		37	18 48.65	0	5 38.46	2 40.00	11 68.75
MUNICIPAL BOARD		4	3 75.00	1 50.00	0	0	2 100.00
NATURAL RESOURCES	METRO	790	328 41.52	9 14.52	97 28.78	30 26.55	192 69.06
NATURAL RESOURCES	OTHER	1,544	303 19.62	0	52 8.25	10 4.50	241 36.19
NURSING BOARD		24	23 95.83	1 100.00	4 100.00	1 100.00	17 94.44
NURSING HOME ADMINISTRATORS BOARD		2	1 50.00	0	0	0	1 100.00
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		56	27 48.21	3 42.86	11 35.48	1 25.00	12 85.71
OFFICE OF WASTE MANAGEMENT		62	30 48.39	1 50.00	20 45.45	2 40.00	7 63.64
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	9 50.00	0	6 50.00	0	3 100.00
OMBUDSMAN-CORRECTIONS		9	6 66.67	1 50.00	3 75.00	0	2 66.67
OPTOMETRY BOARD		1	1 100.00	1 100.00	0	0	0
PHARMACY BOARD		8	5 62.50	0	1 33.33	1 100.00	3 100.00

GROUP: **WOMEN**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL	764	346 45.29	9 37.50	182 36.47	34 40.00	121 77.56
PSYCHOLOGY BOARD	5	5 100.00	0	0	1 100.00	4 100.00
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	61	43 70.49	1 50.00	14 63.64	5 50.00	23 85.19
PUBLIC SAFETY	METRO 1,215	621 51.11	7 21.88	83 23.92	61 39.87	470 68.81
PUBLIC SAFETY	OTHER 612	123 20.10	0	11 3.18	4 7.14	108 51.43
PUBLIC SERVICE	134	63 47.01	6 42.86	24 43.64	6 37.50	27 55.10
PUBLIC UTILITIES COMMISSION	43	23 53.49	3 50.00	9 37.50	4 66.67	7 100.00
REVENUE	1,092	611 55.95	11 32.35	196 36.70	35 39.77	369 84.63
SECRETARY OF STATE	63	44 69.84	3 100.00	5 50.00	3 33.33	33 80.49
SENTENCING GUIDLINES COMMISSION	5	5 100.00	0	2 100.00	1 100.00	2 100.00
SOIL & WATER RESOURCES BOARD	51	16 31.37	0	6 18.75	1 16.67	9 81.82
SPANISH SPEAKING AFFAIRS COUNCIL	5	3 60.00	0	1 50.00	0	2 100.00
STATE LOTTERY	208	105 50.48	4 28.57	31 38.27	11 47.83	59 65.56
STATE UNIVERSITIES	METRO 124	102 82.26	7 53.85	1 20.00	6 75.00	88 89.80
STATE UNIVERSITIES	OTHER 1,869	1,165 62.33	8 40.00	95 50.00	30 30.93	1,032 66.07
TAX COURT	10	5 50.00	0	1 33.33	1 100.00	3 100.00

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	28 59.57	0	2 18.18	1 12.50	25 100.00
TECHNICAL COLLEGES BOARD OFFICE	118	69 58.47	5 38.46	20 41.67	5 38.46	39 88.64
TELECOMMUNICATIONS ACCESS-- HEARING IMPAIRED	3	1 33.33	0	0	0	1 100.00
TRADE & ECONOMIC DEVELOPMENT	239	146 61.09	11 39.29	44 44.44	10 58.82	81 85.26
TRANSPORTATION REGULATION BOARD	10	6 60.00	1 33.33	1 50.00	0	4 80.00
TRANSPORTATION	METRO 2,838	630 22.20	15 14.02	153 30.18	56 12.64	406 22.80
TRANSPORTATION	OTHER 2,243	250 11.15	3 9.09	24 16.33	10 3.94	213 11.77
TREASURER	13	5 38.46	0	1 50.00	1 50.00	3 50.00
VETERANS AFFAIRS	1	0	0	0	0	0
VETERANS BENEFITS AND SERVICES	30	12 40.00	1 20.00	1 14.29	0	10 62.50
VETERANS HOME BOARD	7	6 85.71	0	4 100.00	1 100.00	1 100.00
VETERANS HOME--HASTINGS	71	38 53.52	2 100.00	8 66.67	3 42.86	25 50.00
VETERANS HOME--LIVERNE	1	0	0	0	0	0
VETERANS HOME--MINNEAPOLIS	466	279 59.87	1 33.33	57 79.17	17 53.13	204 56.82
VETERANS HOME--SILVER BAY	65	47 72.31	0	10 71.43	3 50.00	34 77.27
VETERINARY MEDICINE	2	1 50.00	0	0	0	1 100.00

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	2 50.00	0	0	0	2 100.00
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	1 100.00	0	0	0	1 100.00
WORKERS' COMPENSATION COURT OF APPEALS	22	15 68.18	2 40.00	5 55.56	0	8 100.00
WORLD TRADE CENTER CORPORATION	12	6 50.00	0	0	0	6 50.00
ZOOLOGICAL GARDENS	266	127 47.74	2 40.00	18 64.29	10 47.62	97 45.75
<b>T O T A L</b>	<b>34,236</b>	<b>16,532</b> <b>48.29</b>	<b>408</b> <b>31.46</b>	<b>4,282</b> <b>42.81</b>	<b>1,033</b> <b>30.53</b>	<b>10,809</b> <b>55.28</b>

**LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ADMINISTRATIVE HEARINGS OFFICE	6	5	83.3	0	0.0	0	0.0
ADMINISTRATION	66	24	36.4	7	10.6	2	3.0
AGRICULTURE	59	21	35.6	3	5.1	2	3.4
ANIMAL HEALTH BOARD	1	0	0.0	0	0.0	0	0.0
ATTORNEY GENERAL	6	6	100.0	1	16.7	0	0.0
AUDITOR	2	2	100.0	0	0.0	0	0.0
BARBER EXAM BOARD	1	0	0.0	0	0.0	0	0.0
BOARD OF SOCIAL WORK	1	1	100.0	0	0.0	0	0.0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	1	1	100.0	0	0.0	0	0.0
COMMERCE	32	16	50.0	2	6.3	1	3.1
COMMUNITY COLLEGES	100	68	68.0	6	6.0	1	1.0
CORRECTIONS - CENTRAL OFFICE	24	16	66.7	2	8.3	2	8.3
CORRECTIONS - FARIBAULT	30	10	33.3	3	10.0	3	10.0
CORRECTIONS - LINO LAKES	51	13	25.5	5	9.8	4	7.8
CORRECTIONS - OAK PARK HEIGHTS	16	9	56.3	2	12.5	1	6.3
CORRECTIONS - RED WING	5	2	40.0	0	0.0	0	0.0
CORRECTIONS - SAUK CENTRE	1	0	0.0	0	0.0	0	0.0
CORRECTIONS - SHAKOPEE	11	9	81.8	1	9.1	0	0.0

LIST APPOINTMENTS BY AGENCY - 1992

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
CORRECTIONS - ST. CLOUD	22	10	45.5	1	4.5	1	4.5
CORRECTIONS - STILLWATER	29	14	48.3	2	6.9	2	6.9
CORRECTIONS - THISTLEDEW	2	1	50.0	0	0.0	0	0.0
CORRECTIONS - WILLOW RIVER/MOOSE LAKE	27	12	44.4	1	3.7	0	0.0
DENTISTRY BOARD	1	1	100.0	0	0.0	0	0.0
EDUCATION CENTRAL OFFICE	21	15	71.4	0	0.0	0	0.0
EMPLOYEE RELATIONS	18	10	55.6	0	0.0	0	0.0
FARIBAULT RESIDENTIAL ACADEMIES	32	20	62.5	0	0.0	12	37.5
FINANCE	5	3	60.0	0	0.0	0	0.0
GAMBLING CONTROL	3	1	33.3	1	33.3	1	33.3
HEALTH	85	55	64.7	12	14.1	5	5.9
HIGHER EDUCATION COORDINATING BOARD	4	4	100.0	0	0.0	0	0.0
HIGHER EDUCATION BOARD	1	1	100.0	0	0.0	0	0.0
HOUSING FINANCE	15	11	73.3	2	13.3	0	0.0
HUMAN SERVICES - AH-GWAH-CHING	31	20	64.5	4	12.9	1	3.2
HUMAN SERVICES - ANOKA	23	17	73.9	2	8.7	1	4.3
HUMAN SERVICES - BRAINERD	29	14	48.3	1	3.4	0	0.0
HUMAN SERVICES - CAMBRIDGE	16	12	75.0	0	0.0	1	6.3

**LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
HUMAN SERVICES - CENTRAL OFFICE	105	66	62.9	6	5.7	11	10.5
HUMAN SERVICES - FARIBAULT	56	41	73.2	3	5.4	1	1.8
HUMAN SERVICES - FERGUS FALLS	28	20	71.4	0	0.0	1	3.6
HUMAN SERVICES - MOOSE LAKE	26	19	73.1	1	3.8	3	11.5
HUMAN SERVICES - ST. PETER	42	24	57.1	0	0.0	1	2.4
HUMAN SERVICES - WILLMAR	9	6	66.7	0	0.0	0	0.0
INVESTMENT BOARD	1	1	100.0	0	0.0	0	0.0
IRON RANGE RESOURCES AND REHABILITATION BOARD	1	0	0.0	0	0.0	0	0.0
JOBS & TRAINING	144	85	59.0	16	11.1	7	4.9
LABOR & INDUSTRY	30	19	63.3	3	10.0	1	3.3
LEGISLATIVE AUDITOR	2	1	50.0	0	0.0	0	0.0
MEDIATION SERVICES	1	0	0.0	0	0.0	0	0.0
MILITARY AFFAIRS	12	3	25.0	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	1	1	100.0	0	0.0	0	0.0
MINNESOTA STATE RETIREMENT SYSTEM	3	2	66.7	0	0.0	1	33.3
NATURAL RESOURCES	96	26	27.1	2	2.1	1	1.0
NURSING BOARD	10	9	90.0	0	0.0	0	0.0
OFFICE OF WASTE MANAGEMENT	5	2	40.0	0	0.0	0	0.0

**LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
PARI-MUTUEL RACING	5	1	20.0	0	0.0	2	40.0
POLLUTION CONTROL	72	29	40.3	4	5.6	0	0.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	8	4	50.0	0	0.0	3	37.5
PUBLIC SAFETY	36	20	55.6	1	2.8	4	11.1
PUBLIC SERVICE	19	11	57.9	2	10.5	3	15.8
PUBLIC UTILITIES COMMISSION	1	0	0.0	0	0.0	0	0.0
REVENUE	106	75	70.8	9	8.5	2	1.9
SECRETARY OF STATE	8	3	37.5	3	37.5	0	0.0
STATE LOTTERY	16	7	43.8	0	0.0	0	0.0
STATE UNIVERSITIES	85	56	65.9	4	4.7	1	1.2
TEACHERS RETIREMENT ASSOCIATION	2	0	0.0	0	0.0	0	0.0
TECHNICAL COLLEGES BOARD OFFICE	4	4	100.0	1	25.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	13	5	38.5	0	0.0	0	0.0
TRANSPORTATION REGULATION BOARD	1	1	100.0	0	0.0	0	0.0
TRANSPORTATION	329	66	20.1	26	7.9	14	4.3
TREASURER	1	1	100.0	0	0.0	0	0.0
VETERANS BENEFITS AND SERVICES	7	2	28.6	0	0.0	1	14.3
VETERANS HOME BOARD	1	1	100.0	0	0.0	0	0.0
VETERANS HOME-HASTINGS	4	3	75.0	0	0.0	0	0.0
VETERANS HOME-MINNEAPOLIS	40	26	65.0	8	20.0	0	0.0

**LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
VETERANS HOME-SILVER BAY	12	9	75.0	0	0.0	0	0.0
WATER & SOIL RESOURCES BOARD	13	6	46.2	0	0.0	0	0.0
ZOOLOGICAL GARDENS	26	11	42.3	4	15.4	1	3.8
<b>TOTAL</b>	<b>2,158</b>	<b>1,090</b>	<b>50.5</b>	<b>151</b>	<b>7.0</b>	<b>97</b>	<b>4.5</b>

NON-LIST APPOINTMENTS BY AGENCY - 1992

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ACCOUNTANCY BOARD	1	0	0.0	0	0.0	0	0.0
ADMINISTRATIVE HEARINGS OFFICE	1	1	100.0	0	0.0	0	0.0
ADMINISTRATION	163	75	46.0	15	9.2	3	1.8
AGRICULTURE	52	22	42.3	2	3.8	1	1.9
ANIMAL HEALTH BOARD	5	4	80.0	0	0.0	1	20.0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	3	3	100.0	0	0.0	1	33.3
ARTS BOARD	1	1	100.0	0	0.0	0	0.0
ATTORNEY GENERAL	96	62	64.6	7	7.3	8	8.3
AUDITOR	21	15	71.4	3	14.3	0	0.0
BOARD OF MARRIAGE AND FAMILY	2	2	100.0	0	0.0	0	0.0
BOARD OF MEDICAL PRACTICE	10	6	60.0	2	20.0	0	0.0
BOARD OF SOCIAL WORK	1	1	100.0	0	0.0	0	0.0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	3	3	100.0	0	0.0	0	0.0
COMMERCE	17	11	64.7	2	11.8	0	0.0
COMMUNITY COLLEGES	11,283	5,809	51.5	725	6.4	275	2.4
CORRECTIONS - CENTRAL OFFICE	37	20	54.1	4	10.8	2	5.4
CORRECTIONS - FARIBAULT	70	27	38.6	1	1.4	4	5.7
CORRECTIONS - LINO LAKES	127	44	34.6	11	8.7	2	1.6

NON-LIST APPOINTMENTS BY AGENCY - 1992

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
CORRECTIONS -OAK PARK HEIGHTS	43	16	37.2	3	7.0	5	11.6
CORRECTIONS - RED WING	15	1	6.7	6	40.0	0	0.0
CORRECTIONS - SAUK CENTRE	15	5	33.3	0	0.0	0	0.0
CORRECTIONS - SHAKOPEE	20	14	70.0	6	30.0	0	0.0
CORRECTIONS - ST. CLOUD	68	23	33.8	3	4.4	3	4.4
CORRECTIONS - STILLWATER	93	29	31.2	12	12.9	2	2.2
CORRECTIONS - THISTLEDEW	17	2	11.8	2	11.8	0	0.0
CORRECTIONS - WILLOW RIVER/MOOSE LAKE	34	12	35.3	6	17.6	2	5.9
COUNCIL ON ASIAN-PACIFIC MINNESOTANS	3	3	100.0	3	100.0	0	0.0
COUNCIL ON BLACK MINNESOTANS	7	7	100.0	7	100.0	1	14.3
DENTISTRY BOARD	2	1	50.0	0	0.0	0	0.0
DISABILITY COUNCIL	2	1	50.0	0	0.0	1	50.0
DISTRICT COURT JUDICIAL	257	148	57.6	17	6.6	0	0.0
EDUCATION CENTRAL OFFICE	51	41	80.4	8	15.7	1	2.0
ELECTRICITY BOARD	1	1	100.0	0	0.0	0	0.0
EMPLOYEE RELATIONS	61	34	55.7	8	13.1	0	0.0
EMPLOYMENT SERVICES GOVERNORS SUMMER YOUTH PROGRAM	71	62	87.3	0	0.0	0	0.0
ETHICAL PRACTICES BOARD	1	0	0.0	0	0.0	0	0.0

NON-LIST APPOINTMENTS BY AGENCY - 1992

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
FARIBAULT RESIDENTIAL ACADEMIES	14	9	64.3	0	0.0	2	14.3
FINANCE	18	9	50.0	2	11.1	4	22.2
GAMBLING CONTROL	2	2	100.0	0	0.0	0	0.0
GOVERNORS OFFICE	50	29	58.0	2	4.0	0	0.0
GOVERNORS MANPOWER OFFICE	1	1	100.0	0	0.0	0	0.0
HEALTH	146	96	65.8	10	6.8	7	4.8
HIGHER EDUCATION COORDINATING BOARD	15	12	80.0	3	20.0	1	6.7
HOUSING FINANCE	20	13	65.0	3	15.0	1	5.0
HUMAN SERVICES - AH-GWAH-CHING	25	16	64.0	5	20.0	1	4.0
HUMAN SERVICES - ANOKA	79	44	55.7	8	10.1	7	8.9
HUMAN SERVICES - BRAINERD	54	37	68.5	1	1.9	2	3.7
HUMAN SERVICES - CAMBRIDGE	24	15	62.5	0	0.0	4	16.7
HUMAN SERVICES - CENTRAL OFFICE	240	162	67.5	18	7.5	5	2.1
HUMAN SERVICES - FARIBAULT	99	71	71.7	4	4.0	2	2.0
HUMAN SERVICES - FERGUS FALLS	41	27	65.9	2	4.9	0	0.0
HUMAN SERVICES - MOOSE LAKE	62	43	69.4	6	9.7	3	4.8

**NON-LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
HUMAN SERVICES - ST. PETER	151	77	51.0	4	2.6	6	4.0
HUMAN SERVICES - WILLMAR	47	25	53.2	1	2.1	1	2.1
HUMAN RIGHTS	11	10	90.9	5	45.5	1	9.1
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	4	2	50.0	4	100.0	0	0.0
INVESTMENT BOARD	1	1	100.0	0	0.0	0	0.0
IRON RANGE RESOURCES AND REHABILITATION BOARD	149	57	38.3	1	0.7	1	0.7
JOBS & TRAINING	332	239	72.0	33	9.9	23	6.9
JUDICIAL-COURT OF APPEALS	33	19	57.6	1	3.0	0	0.0
LABOR & INDUSTRY	44	28	63.6	4	9.1	2	4.5
LEGISLATIVE AUDITOR	8	5	62.5	1	12.5	0	0.0
MEDIATION SERVICES	2	2	100.0	0	0.0	0	0.0
MILITARY AFFAIRS	38	9	23.7	1	2.6	2	5.3
MINNESOTA AMATEUR SPORTS COMMISSION	3	1	33.3	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	7	5	71.4	1	14.3	0	0.0
MINNESOTA STATE RETIREMENT SYSTEM	2	0	0.0	1	50.0	0	0.0
NATURAL RESOURCES	1,172	376	32.1	94	8.0	42	3.6
NURSING BOARD	3	3	100.0	0	0.0	0	0.0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	22	10	45.5	7	31.8	0	0.0

**NON-LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
OFFICE OF WASTE MANAGEMENT	14	8	57.1	1	7.1	1	7.1
OMBUDSMAN FOR CORRECTIONS	5	3	60.0	1	20.0	0	0.0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	2	0	0.0	1	50.0	1	50.0
PARI-MUTUEL RACING	3	3	100.0	0	0.0	0	0.0
PHARMACY BOARD	1	1	100.0	0	0.0	0	0.0
POLLUTION CONTROL	177	92	52.0	11	6.2	9	5.1
PSYCHOLOGY BOARD	8	6	75.0	0	0.0	0	0.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	4	2	50.0	0	0.0	0	0.0
PUBLIC DEFENSE BOARD	257	56	21.8	5	1.9	1	0.4
PUBLIC SAFETY	106	50	47.2	10	9.4	7	6.6
PUBLIC SERVICE	17	11	64.7	1	5.9	1	5.9
PUBLIC UTILITIES COMMISSION	3	2	66.7	0	0.0	0	0.0
REVENUE	241	168	69.7	18	7.5	5	2.1
SECRETARY OF STATE	12	8	66.7	2	16.7	0	0.0
SENTENCING GUIDELINES COMMISSION	3	3	100.0	0	0.0	0	0.0
SPANISH SPEAKING AFFAIRS COUNCIL	6	4	66.7	6	100.0	0	0.0
STATE LOTTERY	58	24	41.4	1	1.7	2	3.4
STATE UNIVERSITIES	5,053	2,347	46.4	390	7.7	71	1.4
SUPREME COURTS	48	27	56.3	5	10.4	3	6.3

**NON-LIST APPOINTMENTS BY AGENCY - 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TAX COURT	3	3	100.0	0	0.0	0	0.0
TEACHERS RETIREMENT ASSOCIATION	6	3	50.0	1	16.7	0	0.0
TECHNICAL COLLEGES BOARD OFFICE	39	24	61.5	1	2.6	1	2.6
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	5	3	60.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	39	27	69.2	1	2.6	0	0.0
TRANSPORTATION REGULATION BOARD	1	1	100.0	0	0.0	0	0.0
TRANSPORTATION	783	244	31.2	308	39.3	17	2.2
VETERANS HOME-HASTINGS	22	3	13.6	0	0.0	19	86.4
VETERANS HOME-LUVERNE	1	0	0.0	0	0.0	1	100.0
VETERANS HOME-MINNEAPOLIS	30	13	43.3	3	10.0	6	20.0
VETERANS HOME-SILVER BAY	11	6	54.5	0	0.0	1	9.1
WATER & SOIL RESOURCES BOARD	12	2	16.7	0	0.0	3	25.0
WORKERS' COMPENSATION COURT OF APPEALS	3	2	66.7	0	0.0	0	0.0
WORLD TRADE CENTER CORPORATION	4	2	50.0	1	25.0	0	0.0
ZOOLOGICAL GARDENS	109	51	46.8	4	3.7	3	2.8
<b>TOTAL</b>	<b>22,659</b>	<b>11,160</b>	<b>49.3</b>	<b>1,846</b>	<b>8.1</b>	<b>581</b>	<b>2.6</b>